Client Alert

New York Retail Workplace Violence Prevention Policy and Training

WHAT'S NEW: Governor Kathy Hochul signed a bill that requires retail employers to develop and implement workplace violence prevention training and policies and provide panic buttons.

WHAT IT MEANS: Effective March 3, 2025, retail employers with at least ten employees must implement a workplace violence prevention policy and provide training.

- Retail employers must provide training to new hires and to all employees annually.
- The written policy must address workplace violence risk factors and prevention methods.
- The training must be interactive and provide information on a variety of workplace violence issues including measures that retail employees can use to protect themselves when faced with workplace violence.
- The New York Department of Labor will release a model policy and training.
- Employers with 500 or more retail employees nationwide must provide access to panic buttons or mobile phone-based panic buttons throughout New York worksites by January 1, 2027.

WHAT EMPLOYERS SHOULD DO

Retail employers should take the following steps:

1. Evaluate their workplace and risk factors,
2. Stay up to date on additional guidance from the New York Department of Labor, including tracking the release of the model policy and training, and
3. Begin to develop a written policy and training.

Please reach out to your Engage Account Manager if you have any questions concerning this alert.