UNIVERSITY AT ALBANY
WORKPLACE SAFETY
UALBANY ALERT

• An Emergency Alert System

• Enables the University to send out critical emergency information

• Email, phone, or text messaging

• Sign up for alerts by logging into MyUAlbany

• Click on SUNY NY-Alert Emergency Contact Info
Office of Environmental Health and Safety

WHO WE ARE

• Part of the Office of Facilities Management
• Professional service organization – Customer oriented
• Five professional staff members and one administrative support member
EH&S Goals

To Control or Prevent through Risk Management:

• Injury
• Illness
• Environmental Damage – Do No Harm

Keep the University a safe place to live, learn, work and perform research

Maintain compliance with federal and state regulations
Environmental Concerns

- Indoor Air Quality (IAQ)
- Environmental Regulations for Air and Water
- Petroleum Bulk Storage
- Spill Response and Cleanup
Hazard Communication

- NYS Right-to-Know Law and OSHA’s Hazard Communication Standard 2012 (HazCom 2012) and the Globally Harmonized System of Classification and Labeling of Chemicals (GHS)
- Employees are informed of the hazards of the products containing chemicals that they work with or are potentially exposed to
- Employees know how to safely handle such products
- SDS vs MSDS
- Standardized labels with pictograms
Personal Protective Equipment

- Provide free PPE to University employees that require it to safely perform their jobs

Hard hats, various types of gloves, ear plugs or muffs, safety glasses or goggles, respirators, etc.
Ergonomic Evaluations

- Ergonomic evaluations of employees’ computer workstations
- Adjust current setup
- Reasonable recommendations
Asbestos Abatement

• NYS Code Rule 56
• Occupant notifications on scheduled abatements posted in building
• Most commonly abated: 9 x 9 floor tiles and the mastic underneath
Hazardous Waste

- Manage the University’s Hazardous and Universal Waste Programs
- Regulated by NYS DEC and US EPA
- Waste research chemicals
- Waste products containing chemicals, e.g., used paint thinner
- Some construction debris
Universal Waste

Regulated by NYS DEC

Defined as:

• Light Bulbs and Lamps due to their mercury content
• Light Ballasts
• Most Batteries
• Mercury and Mercury containing Thermostats
Laboratory Safety

- Inherently high risk areas
- Written policies and procedures
- Provide training
- Perform lab inspections
- Approve all chemical and radioactive materials orders
Radiation Safety Program

- Train individuals that use sources of radiation
- Train non-radiation workers that work in the vicinity of radiation sources
- Monitor and control radiation exposures
- Maintain signs, labels, postings
- Manage and properly dispose of radioactive waste
- Radiation Safety Committee
Biosafety

• Active research using potentially infectious biological agents
• Robust biosafety program
• Institutional Biosafety Committee
AEDs

- Automated External Defibrillator (AED)
- For AED locations on campus go to the EH&S webpage http://www.albany.edu/ehs/PAD.shtml
- For AED/CPR Training schedule go to http://fivequad.org/courses
• Provide training on our safety policies and programs
• Give customized training sessions when requested
• Go to the EH&S web page for further information
  http://www.albany.edu/e hs/training.shtml
Questions

- Chemistry B73
- 442-3495
- 442-3783 (fax)
- EHS Mail – Send safety concerns to EHS@albany.edu
- EH&S webpage http://www.albany.edu/ehs/
  “If you see something, say something.”
Workplace Safety:

A presentation by the Office of Human Resources Management
Definitions

Workplace violence:

Any physical assault or acts of aggressive behavior occurring where a public employee performs any work-related duty in the course of his or her employment including but not limited to....
Definitions

1. An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee
2. Any intentional display of force which would give an employee reason to fear or expect bodily harm
3. Intentional and wrongful physical contact that entails some injury
4. Stalking, when it has arisen through employment
Definitions

5. **Behavior** that diminishes the dignity of others through sexual, racial, religious, disability, or ethnic harassment; and/or

6. **Acts or threats** made **directly or indirectly** by oral or written words, gestures or symbols that communicate a direct or indirect threat of physical or mental harm.
Four Categories of Workplace Violence

• Criminal Acts committed by those who have no relationship to the workplace
• Customer/Client/Patient
• Worker-on-Worker
• Stalking
Definition of Workplace

• Any location away from an employees’ domicile, permanent or temporary, where an employee performs any work-related duty

• Examples:
  • Office space
  • Buildings and grounds owned, rented, or leased by the University
  • Off-campus events sponsored by the University
  • A vehicle if used for University business
Risk Factors
Required by law

While WPV can occur in any workplace setting, the law identifies situations that may pose a higher risk:

- Working in a public setting
- Working late at night or during early morning hours (also weekends)
- Exchanging money with the public
- Working alone or in small numbers
- Working in a location with uncontrolled public access to the workplace
- Areas of previous security problems
Risk Factors: Identified by UALBANY

The University has identified additional WPV risk factors:

- Community-based on-campus programs that the University supports
- Supervisors/Faculty/Administrators who evaluate and make unpopular decisions that become barriers
- Guarding research and other valuable information
- Stakeholder access to potentially hazardous and/or lethal products
- Unsupervised student staff working at certain locations
Risk Factors: Identified by UALBANY

- Public events on campus
- Higher percentage of non-University employees at certain locations
- Road rage
Reporting Procedures

Any person experiencing or witnessing WPV that places someone in imminent danger should immediately call University Police:

- Campus telephone: 9-1-1 Uptown or Downtown Campus
- Cell phone or off campus telephone: (518) 442-3131
- Blue light phones
Reporting Procedures

- Any person who experiences or witnesses WPV that does not involve imminent danger should report the incident to his or her supervisor or someone you trust.
Title IX

Title IX and related legislation requires that the University promptly respond to incidents of sexual harassment, sexual assault, intimate partner/domestic violence and stalking in order to stop the misconduct, remedy its effects, and prevent it from recurring.

To ensure a prompt response, all University at Albany employees are now required to report ALL known incidents mentioned above to the Title IX Coordinator, Chantelle Cleary.
Contacts

Office of Human Resources Management
(518) 437-4700
http://hr.Albany.edu/

Employee Assistance Program
(518) 442-5483 or 486-9769 if unable to reach EAP Coordinator
http://www.albany.edu/eap/

Office of the Title IX Coordinator
(518) 956-8168
ccleary2@Albany.edu
Vigilance Without Fear: A Presentation by The University Police Department
Active shootings are very rare events. The New York Times Reports that the chances of dying from a terrorist related incident from 2007-2013 was one in twenty million. Consider for instance, that since the attacks of September 11, 2001, Americans have been no more likely to die at the hands of a terrorist than being crushed to death by unstable televisions and furniture.

Even in countries that have been targets of intensive terror campaigns, such as Israel, the weekly number of casualties almost never comes close to the number of traffic deaths.

But when a terrorist attack occurs, it is tragic. It causes untold grief and devastates the society causing disproportional fear. Unfortunately, terrorist attacks are increasing. It is therefore important to be vigilant without fear.
Active Shooters — What is The Threat?
Active Shooters – What is the threat?
(2000 – 2013 FBI data)

• 1043 casualties over 160 incidents
• Average of 11.4 incidents per year, trending upward
• 40% of all incidents occurred in educational settings
• Majority (70%) of incidents lasted 5 minutes or less, about 9 minutes is the overall average
• Majority of the incidents end with the actor’s death
• 40% of the incidents required law enforcement response to stop the threat
Active Shooters – Are we prepared?

• Partnerships – no one can do it alone
  • CARE team
  • Federal, state, and local LE
  • Local campus police/public safety & SUNY Chiefs

• Education
  • UPD’s training program has more than 14 years of development
  • Train with other departments and in University spaces
  • LE training brought to campus partners
    • CARE team
    • Faculty/staff groups
    • Citizen Police Academy
    • Web page videos & response information
• Prevention
  • CARE team
  • UPD’s intelligence reports monitoring former students/faculty/staff
  • Promoting/enabling reporting concerns
  • Publicizing efforts (if it is going to happen let it happen elsewhere)

• Mitigation
  • UPD response capability and tactics informed by:
    • Previous events (we already have the DHS report on tactics used in Paris)
    • Incorporation of training developments (NTOA, LASER, ALERRT, etc.)
  • Equipment
  • Consistent semiannual training
Profile of an Active Shooter

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area, typically through the use of firearms.
Characteristics of an Active Shooter Situation

• Victims are selected at random
• The event is unpredictable and evolves quickly
• Law enforcement is usually required to end an active shooter situation
How to Respond when an Active Shooter is in your vicinity

1. EVACUATE
   • Have an escape route and plan in mind
   • Leave your belongings behind
   • Keep your hands visible

2. HIDE OUT
   • Hide in an area out of the active shooter’s view
   • Block entry to your hiding place and lock the doors
   • Silence your cell phone and/or pager

3. TAKE ACTION
   • As a last resort and only when your life is in imminent danger
   • Attempt to incapacitate the active shooter
   • Act with physical aggression and throw items at the active shooter
Information
You should provide to Law Enforcement or 911 Operator

• Location of the active shooter
• Number of shooters
• Physical description of shooters
• Number and type of weapons held by shooters
• Number of potential victims at the location
Learn how to spot suspicious activity
The eight signs of terrorism:

(1) **Surveillance:** Terrorist cells have been known to record and monitor activities, taking pictures and making drawings. Be alert to those individuals you see at emergency scenes on a repeat basis. Being observant supports homeland security and fire prevention efforts.

(2) **Information Gathering:** Be aware of individuals attempting to gain information about your operations, staffing and security protocols that appear to be more than just typical curiosity.

(3) **Tests of Security:** Be alert to any attempts to measure reaction times to entering restricted areas. Be alert to who is in and around your station. Emergency vehicles and uniforms have been stolen in an attempt to use them during acts of terrorism.
(4) **Funding:** Suspicious transactions involving large cash payments, deposits, withdrawals, or transfers of money; bulk cash smuggling; suspected financial fraud; sale of counterfeit goods; or misleading charities.

(5) **Acquiring Supplies:** Through your full-time or part-time employment be alert to those attempting to obtain explosives, weapons, uniforms, badges, credentials, etc. Amassing large quantities of equipment should send up a red flag if the individual acquiring those materials has no business doing so.

(6) **Suspicious Persons Out of Place:** This may include people who are in places they should not be, as well as people who do not fit into the daily routine of surroundings or the emergency scene.
(7) **Dry or Trial Run:** Be alert to people that just look out of place or you have seen at multiple emergency scenes as they could be part of a dry run exercise for illegal activity. Be alert to multiple false alarms to the same location, especially areas considered critical infrastructure such as government buildings and schools.

(8) **Deploying Assets:** Beware of what looks like people and supplies getting into position to commit an act of violence. Remember scene safety, if you spot something or get information on the way to a call that suggests you and your crew would be in danger consider staging at a safe distance and follow your department’s scene safety protocols.
Vigilance is Imperative:

10 Signs of Radicalization of Subjects
1. The individual abruptly abandons friends and family members.

2. In the increasingly rare occasions where they do see their family, they berate them for their supposedly impious behavior. This may well include accusing their father of being an infidel for consuming alcohol or calling their sister a impure for not wearing the proper headwear.

3. They stop participating in activities that used to occupy a lot of their time such as sports or community associations.
4. They believe they have found the true path to religious enlightenment, usually in the form of radical Sunnism, and anyone else who doesn't follow it is of less worth.

5. They often exhibit growing hatred and intolerance towards others who don't adhere to their beliefs.

6. This includes rejecting fellow Muslims of different sects, as well as Imams who repudiate violence.
7. They refuse to engage with or debate ideas that counter their own.

8. They turn their back on their life as it was before radicalization.

9. Surfing of pornography and violent jihadi/anti-government websites takes up increasingly large chunks of their day (12-16 hours).
10. They develop obsessive patterns of behavior and they pine for martyrdom and the apocalypse.

Every jihadist who has come to the attention of the authorities has exhibited several, if not all, of these traits. However, not every individual who demonstrates some of them has necessarily become fully radicalized to violence.
It is important to note that these signs are behavior based. Race, ethnicity or national origin should not be the primary consideration for noting the potential danger of these signs.
RECOGNIZING SIGNS OF POTENTIAL WORKPLACE VIOLENCE

AN ACTIVE SHOOTER MAY BE A CURRENT OR FORMER EMPLOYEE. ALERT YOUR HUMAN RESOURCES DEPARTMENT IF YOU BELIEVE AN EMPLOYEE EXHIBITS POTENTIALLY VIOLENT BEHAVIOR. INDICATORS OF POTENTIALLY VIOLENT BEHAVIOR MAY INCLUDE ONE OR MORE OF THE FOLLOWING:

• Increased use of alcohol and/or illegal drugs
• Unexplained increase in absenteeism, and/or vague physical complaints
• Depression/Withdrawal
• Increased severe mood swings, and noticeably unstable or emotional responses
• Increasingly talks of problems at home
• Increase in unsolicited comments about violence, firearms, and other dangerous weapons and violent crimes
HOW TO RESPOND

WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY
QUICKLY DETERMINE THE MOST REASONABLE WAY TO PROTECT YOUR OWN LIFE. CUSTOMERS AND CLIENTS ARE LIKELY TO FOLLOW THE LEAD OF EMPLOYEES AND MANAGERS DURING AN ACTIVE SHOOTER SITUATION.

<table>
<thead>
<tr>
<th>1. EVACUATE</th>
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CALL 911 WHEN IT IS SAFE TO DO SO
HOW TO RESPOND
WHEN LAW ENFORCEMENT ARRIVES ON THE SCENE

1. HOW YOU SHOULD REACT WHEN LAW ENFORCEMENT ARRIVES:
   • Remain calm, and follow officers’ instructions
   • Immediately raise hands and spread fingers
   • Keep hands visible at all times
   • Avoid making quick movements toward officers such as attempting to hold on to them for safety
   • Avoid pointing, screaming and/or yelling
   • Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

2. INFORMATION YOU SHOULD PROVIDE TO LAW ENFORCEMENT OR 911 OPERATOR:
   • Location of the active shooter
   • Number of shooters, if more than one
   • Physical description of shooter/s
   • Number and type of weapons held by the shooter/s
   • Number of potential victims at the location
RUN
When an active shooter is in your vicinity:

➢ If there is an escape path, attempt to evacuate.
➢ Evacuate whether others agree to or not.
➢ Leave your belongings behind.
➢ Help others escape if possible.
➢ Prevent others from entering the area.
➢ Call 911 when you are safe.
Civilian Response to Active Shooter Events
Active Shooter Event Definition

An active shooter event involves one or more persons engaged in killing or attempting to kill multiple people in an area occupied by multiple unrelated individuals.
The Shooter

- No “Profile”
- Avenger Mindset
Shooter Connection

55% Connection
45% No Connection
Location of Attacks

- Commerce: 40%
- Education: 25%
- Outdoors: 20%
- Other: 10%

0% 10% 20% 30% 40% 50%
Civilian Response
3 Minutes

Average Police Response Time
To an Active Shooter Event
55% of Attacks End Pre-Police
Attack Begins

- Attacker Stops (37%)
  - Suicide (29%)
  - Leaves (8%)
- Victims Stop (18%)
  - Subdue (15%)
  - Shoot (3%)
45% End After Police Arrive
Deliberation

- Avoid (Run)
- Deny (Hide)
- Defend (Fight)
Avoid

- Leave ASAP
- Know your exits
- Call 911
Deny

- Lock the door
- Lights out
- Out of sight
Defend

- Positioning
- Grab the gun
- Fight
Virginia Tech

<table>
<thead>
<tr>
<th>Scenario</th>
<th>% Killed</th>
<th>% Shot</th>
</tr>
</thead>
<tbody>
<tr>
<td>206, No Action</td>
<td>77%</td>
<td>92%</td>
</tr>
<tr>
<td>211, Failed Denial</td>
<td>67%</td>
<td>100%</td>
</tr>
<tr>
<td>207, Late Denial</td>
<td>38%</td>
<td>85%</td>
</tr>
<tr>
<td>204, Failed Denial, Avoid</td>
<td>14%</td>
<td>36%</td>
</tr>
<tr>
<td>205, Denial</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
You are not helpless
What you do matters
When the Police Arrive

- Follow commands
- Show your palms
- Do not move
A Word About UPD's Preparation
All of our officers train regularly to immediately respond to the scene of an attack and stop a threat as quickly as possible. To make our officers as effective as possible, we have equipped them with patrol rifles capable of greater accuracy and with the ability to defeat body armor. We train our officers on a variety of tactics to integrate with area agencies that would likely assist us during an incident. Our officers train on both the US Homeland Security’s LASER concept as well as the FBI’s ALERRT system. We utilize force on force simulation training semi-annually to reinforce these concepts and build confidence and proficiency. Our officers are also trained on breaching techniques to enable them to gain access to areas barricaded by a shooter, and we have an explosives K9 team to assist in the detection of any IEDs that may be incorporated into an attack.
See something, Say something!
Call UPD at 518-442-3131
Save in your cell phone under “U”

For more information or to schedule training, you may call Inspector Baldwin at 518-442-3130 or email j baldwin1@albany.edu

Please visit our website at http://police.albany.edu/
QUESTIONS on WORKPLACE SAFETY

......thank you for attending