

New York Senate Bill 5294: Workplace Violence Prevention Requirements for Hospitals and Nursing Homes

Alignment to Crisis Prevention Institute, Inc. (CPI) Training Programs

Effective September 18, 2026, New York Senate Bill 5294 establishes new workplace violence prevention requirements for general hospitals and nursing homes across New York State. The program must align with regulatory requirements and workplace violence standards of an accredited organization, provided those standards are comparable to those established by The Joint Commission.

New York Senate Bill 5294 also requires general hospitals to conduct a workplace safety and security assessment at least annually and to develop a corresponding safety and security plan. This plan must include security measures and personnel training policies designed to prevent or minimize identified workplace violence threats and to protect employees, patients, and visitors from aggressive behaviors

The bill further specifies that workplace safety and security assessments must consider the adequacy of employee training policies and security procedures, including how disruptive or violent behaviors are managed. Health care workers regularly assigned to security roles must also be trained in the role of security within overall hospital operations.

Three Easy Steps to Bring CPI to Your Hospital or Health System


Step 1: Schedule a 15-minute call with CPI. We'll evaluate your current crisis prevention programming to determine how we can help you meet Senate Bill 5294 requirements.

Step 2: Obtain a complimentary training program recommendation. We will design and recommend a training plan.

Step 3: Train your staff. Our Global Professional Instructors will provide engaging and interactive training to give your staff the tools needed for proactive, safe de-escalation.

> **Start the conversation today: 877.877.5389 | crisisprevention.com/CPIHE**

See how CPI training programs make it easy for all staff to gain perspective and de-escalation skills, regardless of role or risk level.

	<i>Prevention First™ Online Training</i>	<i>Verbal Intervention™ Training</i>	<i>Nonviolent Crisis Intervention® Training</i>	<i>Nonviolent Crisis Intervention® With Advanced Physical Skills</i>
Establish common de-escalation training communication framework	✓	✓	✓	✓
Proactive verbal de-escalation strategies		✓	✓	✓
Safety intervention & disengagement skills			✓	✓
Advanced intervention skills for high-risk behavior				✓
 Optional for all training programs: Specialty Topic Qualification in Trauma, Autism, or Mental Health				



10850 W. Park Place, Suite 250, Milwaukee, WI 53224 USA

800.558.8976

info@crisisprevention.com • crisisprevention.com

Legal Requirements	CPI
<p>New York Senate Bill 5294 Passed: December 12, 2025 Effective: 280 days after passage (Approx. September 18, 2026)</p>	
<p>Section 1. § 2832.</p> <p>2. Within 12 months of the effective date (on or before approx. 9/18/2027), each general hospital and nursing home shall establish a workplace violence prevention program. Such program in a general hospital shall be consistent with regulatory requirements and workplace violence standards of any accrediting organization provided, however, such standards are comparable to those established by The Joint Commission.</p>	<p>CPI's training programs are highly interactive and provide ongoing opportunities for questions and learner engagement. Whether delivered in person or through our blended learning format, our train-the-trainer model ensures your organization always has knowledgeable staff available to provide support and guidance. CPI also leads the industry in flexible online learning solutions. From traditional classroom sessions to blended delivery, video-on-demand, and our <i>Prevention First™</i> online training, you have a wide range of options to meet your needs. Many CPI programs also incorporate essential topics relevant to the health care field, including a focus on trauma and incorporating trauma responsiveness.</p>
<p>3. Beginning January 1, 2027, all general hospitals shall conduct, not less than annually, a workplace safety and security assessment and develop a safety and security plan. As part of the plan, a general hospital shall adopt security measures and policies, including personnel training policies designed to prevent or minimize identified workplace violence threats or hazards and protect employees, patients, and visitors from aggressive behaviors.</p>	<p>CPI offers Guided Discovery and Assessment planning through a four-stage process. In the Discover stage, we take time to understand the behaviors and situations staff encounter, identify staff risk levels, and discuss training objectives, scope, and schedules. Diagnosis is the next stage, during which CPI makes recommendations for a comprehensive training rollout. In the Design stage, the organization works with CPI implementation specialists to finalize training logistics. During the Deliver stage, training is rolled out, and organizations receive support from CPI as needed. CPI offers training options that work for every staff role and risk level.</p> <p>CPI recommends staff members return for refresher training every 6–12 months.</p> <p>CPI training programs equip staff with structured risk-assessment criteria to effectively evaluate perceived threats. This framework empowers personnel to identify and assess potentially dangerous situations and determine the most appropriate response, supporting the highest level of safety for everyone involved.</p>
<p>4. The assessment shall consider the adequacy of employee training policies and security procedures, including the handling of disruptive or violent patients and other persons.</p>	<p>CPI trains staff to engage in continuous risk assessment when responding to perceived threats. This process focuses on evaluating the level and likelihood of specific behaviors and determining the most appropriate response to promote the highest degree of safety for everyone involved.</p>
<p>Health care workers regularly assigned to provide security in general hospital settings shall be trained regarding the role of security in overall hospital operations.</p>	<p>CPI's training programs emphasize the importance of prevention by teaching staff to identify early warning signs of potential crisis situations. <i>Nonviolent Crisis Intervention®</i> training highlights trauma-informed and person-centered care for individuals in distress and equips team members with essential verbal and nonverbal de-escalation techniques. The program also provides training on recognizing signs of aggression, managing such behaviors, and interpreting situational indicators of potential violence.</p>

Legal Requirements	CPI
	<p>CPI training programs are designed to be easily customized, making it simple for staff to incorporate organizational policy into each discussion area within the curriculum.</p>
<p>5. Based on the assessment findings, general hospitals shall implement a workplace violence safety and security plan. The plan shall specify methods to reduce identified risks, which may include employee training.</p>	<p>CPI’s trauma-informed, person-centered training equips staff with the skills needed to identify and assess moments of distress. The training provides prevention strategies, including verbal de-escalation, as well as physical disengagement and holding skills—used only as a last resort and in the least restrictive manner—to effectively manage incidents that may arise.</p> <p>CPI training emphasizes hands-on practice through realistic role-playing, collaborative problem-solving, and ongoing learning. This approach ensures staff are consistently prepared with the skills and strategies needed to implement safe, effective responses in their daily work.</p> <p>CPI recommends regular refresher training, providing an effective mechanism for delivering timely policy updates and reinforcing essential skills among staff.</p>