

Minnesota North College

1B.3 Zero Tolerance of Violence in the Workplace and Learning Environment Policy

POLICY

It is the policy of Minnesota North College to promote and maintain a workplace and learning environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior.

Violence and threats of violence in our workplace and learning environment will not be tolerated. All reports of violent behavior will be taken seriously and dealt with appropriately.

Minnesota North College will work to provide a safe environment for employees, students and visitors. Everyone who comes to our campuses is expected to treat everyone with courtesy and respect.

Minnesota North College will:

- Actively work to prevent and eliminate acts of work-related violence.
- Respond promptly, positively and aggressively to deal with threats or acts of violence, including timely involvement of law enforcement agencies when appropriate.
- Treat incidents of threats or acts of violence seriously by investigating reports of such actions and take necessary action to address each incident.
- Take strong disciplinary action, up to and including discharge from employment against employees who are involved in work-related threats or acts of violence.
- Follow the student code of conduct for students who are involved in on campus threats or acts of violence.
- Support criminal prosecution of those who threaten or commit violence against college employees, students, or visitors on campus.
- Provide information and training to foster a work and learning environment that is safe, respectful, and responsive to threats or acts of violence.

Adopted: xx/xx/2021