

## **DCTC Policy 4.27 Zero Tolerance of Workplace Violence**

### **Part 1. Policy Statement.**

Dakota County Technical College (DCTC) is committed to civil behavior and mutual respect, and values an environment free from threats, intimidation and acts of violence. The College strictly prohibits and will not tolerate violence or intimidation of any type from any source. This includes intimidating or violent words or actions by employees, students or visitors.

While on DCTC premises or while on DCTC business at other locations, each employee, student, or individual is obligated to act civilly, respectfully and professionally toward others and is prohibited from subjecting any other employee, student or individual to any violence, threat of violence, or harassment.

### **Part 2. Applicability**

This policy applies to all levels and areas of college operations and programs, including classrooms, students, faculty, administrators, staff, visitors, volunteers, and all other persons.

### **Part 3. Definitions and Examples**

“Violence is the abusive or unjust exercise of power, intimidation, harassment, and/or the threatened or actual use of force which results in or has a high likelihood of causing fear, injury, suffering, or death.”  
(Minnesota Violence Prevention Task Force, 1994)

Behavior prohibited by this policy includes, but is not limited to, name calling, obscene language and gestures, throwing objects, pushing, stalking, bullying, hazing, negative racial or sexual comments, acts of hate directed at another because of a personal characteristic, assaults, inappropriate touching, carrying weapons, ridiculing or showing disrespect for others, threats of violence, and all action intended to produce physical or emotional harm in another.

### **Part 4. Penalties for Violating Policy**

DCTC employees and students who violate this policy are subject to sanctions from the College and Minnesota State, as well as legal sanctions under local, state and federal law.

**Students** - Student found to have violated this policy may be disciplined according to the Student Conduct Policy as stated in the Student Handbook, and if appropriate, referred for prosecution.

**Employees** - Employees found to have violated this policy may be subject to discipline including oral and written reprimand, suspension, termination, and referral for prosecution.

**Visitors** - The College will respond promptly, including referral to law enforcement, if warranted, to any violence or threats of violence by visitors.

## **Part 5. Responsibilities**

All persons covered by this policy:

- Must respect the principles of freedom of speech/expression and academic freedom.
- Must refrain from workplace violence and harassment.
- Are encouraged to seek assistance to resolve individual personal issues that may lead to workplace violence and/or harassment.
- Are encouraged to resolve issues informally and directly with the individual(s) involved whenever possible.
- Are encouraged to report unresolved incidents of workplace violence or harassment to a supervisor or administrator.

Supervisors, managers, directors, deans, and other administrators:

- Upon report of an alleged violation of this policy, must take prompt action, which may include immediate action to ensure the safety of employees, students, and visitors.
- Must report criminal activity/behavior to local law enforcement agencies such as the Dakota County Sheriff's Office or the Rosemount Police Department. This should normally be done with the assistance of the College Security Office (phone 423-8388) to insure appropriate documentation and follow-up.

At end: [Policy](#)

### **Related Documents:**

- MN Stat. 1.50
- MN Stat 15.86

### **Policy History:**

Date of Adoption: 08/08/2002

Last Revision Date: 05/30/2017

Date most recent policy revisions go into effect: 05/30/2017

### **Date and Subject of Revisions:**

05/30/2017 - Updated title and history