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MINNESOTA RACING COMMISSION

Statement of Zero Tolerance of Violence

Pursuant to Minnesota Statutes, section 15.86, the Minnesota Racing Commission has adopted a goal of zero tolerance of violence.

1. To eliminate any potential for violence in and around the agency workplace, we will:
 - Actively work to prevent and eliminate acts of work-related violence.
 - Prohibit the possession of firearms and other dangerous weapons in the workplace except by licensed peace officers.
 - Respond promptly to deal with threats or acts of violence. This may include timely involvement of law enforcement when necessary.
 - Promptly investigate and take action as appropriate to address each incident.
 - Take disciplinary action, up to and including discharge from state employment, against employees who are involved in work-related threats or acts of violence.
 - Support criminal prosecution against those who threaten or commit violence against our employees, customers and visitors.
 - Enforce our Affirmative Action Plan, which includes elimination of sexual harassment.
 - Assure that areas in and around the workplace, such as parking facilities and areas between the workplace and parking facilities, are designed and operated in a manner that provides for the safety of employees and guests. This may include keeping these areas under surveillance and having security personnel on the premises.

2. To eliminate any potential for violence by affecting the attitudes and behavior of people that the agency serves or regulates, we will:
 - Treat customers and guests with courtesy and respect.
 - Request the presence of security personnel whenever we feel unsafe around someone in our workplace.
 - Enforce our laws and rules regarding conducting racing in the public interest.
 - Take action against anyone posing a threat of violence by referring them to the racing stewards, security personnel or law enforcement as appropriate.
 - Perform background checks on all persons employed at licensed racetracks.

Pursuant to Minnesota Statutes, section 15.86, this policy does not create any civil liability on the part of the State of Minnesota.