



Zero Tolerance of Violence Policy

BOC Policy #

Date Issued: July 15, 2020

Date Revised:

Purpose

Pursuant to [Minnesota Statute 15.86](#), the Board of Cosmetology (Board) has created a policy with a goal of zero tolerance of violence, including:

- (1) the elimination of threats and acts of violence in and around the workplace; and
- (2) eliminating the potential for violence by Board customers or visitors.

The Board will provide a safe workplace for employees and visitors. All acts of violence will be treated seriously.

Policy

Definitions

For the purposes of this policy:

“Workplace” includes the location where the employee performs their job duties. This may be a permanent location, physical building, or state owned/leased property.

Examples of violence include, but are not limited to, throwing things, pushing, stalking, hitting, slapping, grabbing, pinching, assault or use of deadly force.

Employee Responsibilities

- Interact in a non-threatening way
- Report incidents of workplace violence immediately to their supervisor or Human Resources when appropriate
- Treat people with courtesy and respect

Management Responsibilities

- Promote positive behavior and lead by example
- Ensure employees have a clear understanding of the policy and enforce expectations
- Respond promptly to threats or acts of violation, including involvement of law enforcement when necessary
- Hold employees accountable for acts of violence and, when appropriate, support disciplinary action including termination from State employment and up to criminal prosecution
- Address security concerns in the workplace and surrounding areas (i.e. control access to the office, lock doors that are not supervised or monitored, install and regularly inspect alarms, provide adequate lighting at

entrances, etc.)

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

Resources

- [Minnesota Statute 15.86](#)