



ZERO TOLERANCE OF WORKPLACE VIOLENCE

MINNESOTA TAX COURT POLICY & PLAN

FREEDOM FROM VIOLENCE STATEWIDE POLICY. The State of Minnesota hereby adopts a policy of zero tolerance of violence. It is state policy that every person in the state has a right to live free from violence.

DEFINITION OF VIOLENCE. Violence is words and actions that hurt people. 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 hurt, fear, injury, suffering or death.

The Minnesota Tax Court recognizes that, to foster a workplace where violence is less likely to occur, it is important to look at the complete workplace climate rather than just how to respond to incidents of violence in the workplace.

POLICY

The Minnesota Tax Court will work to ensure a safe working environment for employees and members of the public, and to prevent workplace violence. Employees will:

- Not engage in or tolerate any abuse or violence in the workplace, whether from colleagues or members of the public.
- Treat colleagues and members of the public alike with respect and dignity.
- Recognize the need to ensure their own safety when in the office.

It is the policy of the Minnesota Tax Court and the responsibility of judges, supervisors, and all employees to maintain a workplace free from threats and acts of violence.

The Minnesota Tax Court will work to provide a safe work environment for employees and visitors. Each employee and member of the public deserves to be treated with courtesy and respect. This requires mutual respect among all individuals, establishing open and honest communication, and zero tolerance for any form of disrespectful or violent behavior.

The Minnesota Tax Court will strive to foster a work environment that is free from violence for its employees and clientele by:

1. Making all employees aware of the zero tolerance for violence policy. To satisfy this requirement:
 - a. A copy of this policy will be provided to the employees; and
 - b. A copy of this policy will be posted on the office notice bulletin board.
2. Ensuring employees conduct themselves within identified guidelines of acceptable behavior. This means:
 - a. Employees will treat each other and members of the public with respect and dignity;
 - b. Employees are expected to assist colleagues and members of the public in a professional and respectful manner;
 - c. The following behaviors will not be tolerated: verbal intimidation or harassment; obscene language directed at colleagues or members of the public; bullying; physical aggression, including without limitation any act that constitutes a criminal act; or carrying a weapon.
3. The judges and supervisors of the Minnesota Tax Court will respond to security concerns immediately.

4. The judges and supervisors of the Minnesota Tax Court will investigate all reported threats or acts of violence and take appropriate disciplinary and/or legal action.

Jane N. Bowman, Chief Judge
MINNESOTA TAX COURT

DATED: June 16, 2022