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# Workplace Violence Prevention Plan

Prevention, Response and Recovery

September 2022

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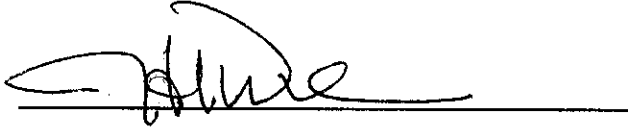
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## Plan Approval

This Plan has been reviewed and approved by:



Julia H. Wilson, Executive Director  
MN Board of Veterinary Medicine

## Record of Revisions

Version	Description	Date
1.0	Plan development	12/10/2021
1.2	Plan review	7/25/2022

## Data Practices

There may be data disclosure obligations regarding workplace violence prevention per the Minnesota Government Data Practices Act, three sections have been identified below.

1. Minnesota Statutes Section 13.43, Subdivision 15, states that agencies are entitled to disclose private personnel data or confidential investigative data on team members to law enforcement entities for the purpose of reporting a crime or alleged crime committed by a team member, or for the purpose of assisting law enforcement in the investigation of a crime committed or allegedly committed by a team member.
2. Minnesota Statutes Section 13.43, Subdivision 11, states that, in limited circumstances, private personnel data can be disclosed to protect team members or others from harm.
3. Minnesota Statutes Section 13.39, Subdivision 2, states that nonpublic civil investigative data can be disclosed if the agency determines that access will aid the law enforcement process or promote public safety.

## Introduction

The Minnesota Board of Veterinary Medicine is committed to creating and sustaining a safe work environment for all team members, partners, customers, vendors, and visitors. This commitment means we proactively take steps to create a workplace culture in which all team members feel safe, respected and are free from any form of harassment. This plan provides a framework for the prevention, response, and recovery from incidents of workplace violence.

## Definitions

Workplace violence is defined as behavior that results in the actual or reasonably perceived threat of physical or emotional harm to an individual or property.

Workplace is defined as a location where team members perform job duties. The location need not be a permanent location, physical building, or state owned/leased property. It includes team member telework locations.

Workplace violence generally falls into three categories:

1. A violent act or threat by a current or former team member, or someone who has some involvement with a current or former team member, such as a team member's spouse, significant other, relative, or another person.
2. A violent act or threat by a business partner, customer, vendor/contractor, or visitor.
3. A violent act by someone unrelated to the work environment who intends to commit a criminal act.

## Goals and Objectives

The State of Minnesota has a statewide policy of zero tolerance of workplace violence. The goal is to achieve a work environment that is free from threats and acts of violence. Objectives are to:

1. Create awareness of Minnesota Board of Veterinary Medicine's Workplace Violence Prevention Plan by providing information, education, and training opportunities for employees at all organizational levels.
2. Highlight the effects of workplace violence.
3. Outline supervisory/managerial responsibilities.
4. Outline team member responsibilities.
5. Establish procedures to be followed for incident reporting, response, and recovery ensuring facility security plans are communicated to appropriate team members.
6. Identify and share personal security procedures that team members can use.
7. Continually monitor and evaluate the effectiveness of this plan.

# Requirements

## Statewide Requirements

Under the Minnesota Freedom from Violence Act (Minn. Stat. § 1.50), the State of Minnesota adopted a policy of zero tolerance of violence. By law (Minn. Stat. § 15.86), state agencies:

- Must adopt a goal of zero tolerance of violence in and around the workplace.
- Are encouraged to develop a plan that describes how they will eliminate the potential for violence in and around the agency workplace. This toolkit is designed to assist in that process.

The following statewide policies are applicable to violence in the workplace and adopted by Admin:

- [Minnesota Management and Budget HR/LR Policy #1329 Sexual Harassment Prohibited](#)
- [Minnesota Management and Budget HR/LR Policy #1418 Drug and Alcohol Use](#)
- [Minnesota Management and Budget HR/LR Policy #1432 Respectful Workplace](#)
- [Minnesota Management and Budget HR/LR Policy #1436 Harassment and Discrimination Prohibited](#)
- [Minnesota Management and Budget HR/LR Policy #1444 Workplace Violence Prohibited](#)

## Team member Policies and Procedures

The following Minnesota Board of Veterinary Medicine policies and procedures are applicable to addressing the issue of violence in the workplace:

- Randolph Square, 335 Randolph Avenue, St. Paul, MN.
- Randolph Square Building Visitor Policy.
- Contact Admin HR to report a threat or incident of violence; see Reporting Procedures at the end of this document in Appendix A and B.
  - HR Main line 651-259-3700.
  - HR Services email, [HR.Services.Admin-MMB@state.mn.us](mailto:HR.Services.Admin-MMB@state.mn.us)
- [Zero Tolerance of Violence.](#)
- [HR Memo regarding guns in the workplace](#)

## Customers, Visitors, and Vendors

Minnesota Board of Veterinary Medicine has procedures to provide a framework for interactions with customers, visitors, and vendors and communicates these to all team members. Procedures define the expectations of behaviors and interactions with customers, visitors, and vendors in the workplace environment. They include:

- Procedures for dealing with customers, visitors, and vendors, especially in difficult or hostile situations.

- Standards of conduct for team members, including procedures for interactions, telephone communications, in all forms of communications as needed with customers, visitors, and vendors.
- Standards of conduct for customers, visitors, and vendors.
- Security guard protocols for visitor sign in and access beyond lobby area
- Complaint processes for customers, visitors, and vendors.

## Coordination with State Agency Partners

Our workplace violence and prevention plan can be shared with our state agency partners. Minnesota Board of Veterinary Medicine’s plan and procedures will be coordinated with similar state agency partner plans and procedures. State agency partners and team members must report their complaints or concerns using their agency procedures.

## Roles and Responsibilities

### Team Members

- Know how to apply Minnesota Board of Veterinary Medicine’s emergency plans when responding to an emergency and know what to do in an emergency.
- Know how to report a concern or emergency.
  - Physical safety or imminent danger to self/others or physical property.
    - Call 9-1-1
    - Contact Randolph Square Security at 651-201-2871 for an emergency or non-emergency event. If no response, call security guard’s cell phone: 763-442-8270.
    - If security guard is unavailable contact ASU manager, Deb Jahnke at 651-201-2732 or 651-587-7324.
  - Threatening behavior or other concerns.
    - Contact your senior leader or the Admin Human Resources Department to review the situation.
    - Contact your supervisor or manager.
    - Contact Admin Human Resources.
      - HR Main line 651-259-3700.
      - HR Services email [hr.services.admin-mmb@state.mn.us](mailto:hr.services.admin-mmb@state.mn.us).
- Follow our policy of zero tolerance of violence in all contacts with coworkers, supervisors, customers, partners, visitors, and vendors.
- Be familiar with and adopt the workplace violence prevention practices shared by Human Resources.
- Participate in training exercises as appropriate.
- Ensure your personal contact information, emergency contacts, and home address are current in Team member Self Service. If you experience an emergency during the workday, Admin-HR or

agency personnel may need to reach your emergency contacts or direct first responders to your home address if you are teleworking.

- Team members are responsible to ensure that their contact information is updated in Self-Services.
- Be on the alert for messages sent via the emergency notification system if a decision is made by the Minnesota Board of Veterinary Medicine to proceed with an Everbridge Notification system.

The Minnesota Board of Veterinary Medicine recognizes the role that managers and supervisors play in leading teams, performance management, performing required steps for supervision, and cultivating environments of safety and inclusion. This policy is one component of a broader commitment to provide a safe work environment. Managers and supervisors are often the first to know when a threat arises because they are the first line of contact for team members.

- Should you become aware of a situation you should do the following: Take immediate action to protect yourself from harm.
  - Physical safety or imminent danger to self/others or physical property.
    - Call 9-1-1.
    - Contact Randolph Square Security at 651-201-2871 for an emergency or non-emergency event. If no response, call security guard's cell phone: 763-442-8270.
    - If security guard is unavailable contact ASU manager, Deb Jahnke at 651-201-2732 or 651-587-7324.
    - Contact your senior leader or the Admin Human Resources Department to review the situation.
    - Contact your supervisor or manager.
    - Contact Admin Human Resources.
      - HR Main line 651-259-3700.
      - HR Services email, [hr.Services.Admin-MMB@state.mn.us](mailto:hr.Services.Admin-MMB@state.mn.us).
- Complete the team member Threat Assessment Report form. Appendix B.
- Inform team members of policies, plans, and procedures, and enforce compliance.
- Coordinate policies, plans, and procedures with state agency partners as applicable.
- Promote positive behavior and lead by example through modeling appropriate behavior and by treating team members and customers with respect and dignity.
- Contribute to creating a workplace where established standards of conduct are clear, communicated, and consistently enforced, and where corrective action, including discipline, is used fairly and appropriately to deal with instances of unacceptable behavior.
- Treat all reports of violence or threats of violence seriously.
- Coordinate the recovery of the services your team provides following an incident.
- Team members can provide feedback and ideas to keep policies, plans, and procedures up-to-date and relevant and provide them to Admin Human Resources.
- Understand that individuals participating in or tolerating workplace violence or retaliation are subject to discipline up to and including discharge.
- Report all potential violence or acts of violence regardless of individual or behaviors witnessed on agency workplace violence to HR.



## Senior Leadership

- Actively participate in the development and implementation of the agency workplace violence plan.
- Ensure our agency's plan reflects the values and behaviors that promote respect in the workplace.
- Inform team members of policies, plans, and procedures and compliance.
- Model the importance of proactive workplace violence prevention and response work.
- Coordinate policies, plans, and procedures with state agency partners as applicable.
- Support human resources, safety, facilities, and others during the regular review and improvement of the plan and procedures.
- Participate in training and exercises.
- Gather suggestions and ideas from team members to keep policies, plans, and procedures up-to-date and relevant, sharing this information with human resources.
- Know how to apply Admin emergency plans in responding to an emergency.
- Determine the need to activate other Admin emergency plans, including the emergency operations plan and continuity of operations plan.
- Report all potential violence or acts of violence regardless of individual or behaviors witnessed on agency workplace violence WPV threat assessment form. Appendix B.

## Prevention

### Promoting a Respectful Workplace

Managers and supervisors are key to implementing a workplace culture that treats people professionally and respectfully. They can prevent issues from arising and de-escalate unacceptable behaviors before they become larger concerns.

HR/LR Policy #1432 on Respectful Workplace specifically addresses standards of respectful and professional conduct. Managers and supervisors should be familiar with the policy's objectives and responsibilities regarding the workplace and the public service environment.

In the context of preventing workplace violence by preventing behavior from escalating, managers and supervisors should pay attention to aspects of team member behavior and always help to encourage respect and professionalism. Managers and supervisors should lead by example by:

- Reflecting respectful and professional behavior.
- Setting clear standards of conduct for everyone in the workplace.
- Promoting positive behavior.
- Respond as soon as possible in a timely fashion to issues that arise.
- Notify Admin Human Resources when behavior may violate a workplace policy, such as harassment or discrimination.
- Attempting informal resolution of matters among involved parties when appropriate.
- Using effective and non-retaliatory problem-solving techniques.
- Training team members of the options for formal complaint procedures.

## Workplace Design and Team Member Awareness

Minnesota state agencies conduct business in a wide variety of settings. It is important for management at each agency, as well as at each worksite, to thoroughly examine the needs of team members and customers. Consult with appropriate team members in Admin's Facilities Management Division regarding state-owned facilities and each Division regarding leased facilities.

Variables that can influence safety include:

- Access to cash.
- Contact with the public.
- Type and location of waiting/reception areas.
- Work areas that are shared with other organizations.
- Remote, isolated, or off-site work areas.
- If on the Capitol Complex, work with Capitol Security to review the design of the work area to optimize safety to address an active intruder event.
- If in a leased space, contact Admin's RECS Division for assistance

## Safety

Building Emergency Plans are designed to provide information and guidelines for responding to emergencies impacted the workplace. Remember, not all emergencies fall within the parameters of a defined plan; sometimes individual judgment will be your best guide. Your preparedness, awareness and self-discipline are the keys to an orderly and safe emergency response. Contact the agency's executive director or SmART's (ADM) Human Resources for a copy of these plans.

## Warning Signs

Managers and supervisors must be familiar with warning signs of potential violence by both team members and people outside the agency. Management should be trained and prepared to assist in the response when a threat arises. Find information on identifying the warning signs of potentially violent behavior or suicide at Appendix C.

Managers and supervisors should consider active involvement through periodic reminders in the form of formalized team member training, emails, and other communication for raising awareness about the importance of escort policies, threat reporting procedures, and key card usage for their area of responsibility.

## Training and Resources-Under Development

- HLB Safety Captain training
- HLB Active Shooter training
- Everbridge (or other vendor) notification system acquisition and training
- Dealing with Difficult People training.

- Workplace Violence and Prevention training.
- De-escalation exercise.
- [Homeland Security Active Shooter Training Video.](#)

## Telework

Minnesota Board of Veterinary Medicine has a responsibility to plan for violence when it intrudes upon the telework environment or have the potential to impact the safety and productivity of teleworkers or onsite workers. The National Institute for Occupational Safety and Health (NIOSH) has classified workplace violence into four types — one of which is “personal relationship” violence where the perpetrator has a harmful relationship with a team member that impacts the work environment. This impact has increased with many more team members working remotely.

In cases where team members are the perpetrators, workplace harassment (and other forms of violence) are prohibited regardless of where the team members are working (in person, teleworking, or on leave). State and Admin policies prohibit the use of devices to harass others through emails, phone calls, text messages, and video conferencing platforms.

## Non-State Owned or Leased Facilities

HR/LR Policy #1422 is applicable to all team members of Minnesota Board of Veterinary Medicine regardless of work location including leased or non-state owned or leased facilities. Minnesota Board of Veterinary Medicine Workplace Violence and Prevention Plan is applicable in these spaces. Landlords and other tenants may also have their own violence prevention and incident response plans. In cases of leased space, managers and supervisors should familiarize themselves and conduct training for their staff on building evacuation and emergency procedures.

## Notification and Activation

### Incident Reporting Procedures

All incidents falling under the definition of violence as stated in the plan should be reported using the agency Threat Assessment Form. Appendix B.

Managers/supervisors must also be prepared to report situations of a violent or potentially violent nature, including:

- How to report to facility security personnel at the workplace.
- When to call 9-1-1 or local law enforcement.
- What actions a team member or team member(s) could take to get away from a potentially violent situation.

## Contacting Security or Law Enforcement

In general, team members should immediately contact law enforcement directly in situations such as a medical emergency or imminent danger that involves a threat to life or property, when criminal activity occurs, or when a workplace violence incident occurs. Capitol Security or facility security personnel must be contacted immediately after someone contacts law enforcement, once team members are away and safe from danger.

## Response

### Threat Assessment Teams

Threat Assessment Teams (TAT) are designed to help in the process of planning to identify threats, propose safety and security protocols, and develop guidance for team members. Security experts consistently recommend TATs as an approach to institutionalizing workplace violence planning. This is an interdisciplinary and cross-functional effort within the agency.

Among other purposes, TATs help:

- Assess apparent threats to individual team members and their workplaces.
- Recommend or deliver responses to specific threats.
- Develop subject matter expertise to advise Admin leadership regarding security practices.
- Ensure guidance is consistent throughout the organization.
- Keep the Admin up-to-date on best practices in prevention, response, and recovery.

Managers/supervisors must also be prepared to respond to situations of a violent or potentially violent nature, including what actions a team member or team member(s) could take to get away from a potentially violent situation.

### Incident Command Team

Depending on the scale and impacts of the incident, senior leadership may decide to activate the incident command team (COOP) to manage the response to and recovery from the incident.

Contact Admin's Continuity Manager for more information on the command team.

### Responding to Hostile Behavior

In the event of direct threats and physical assault, **call 9-1-1 immediately** and follow Admin's worksite safety or emergency response plans. Do not physically engage a hostile or threatening person, unless as a last resort. Response guidelines include:

- Respond promptly and genuinely when team members alert others to a situation.
- Remain calm.
- Assess whether the situation is:
  - Contained.

- Ready for de-escalation.
- Threatening.
- Consult and/or act if needed.
- Refer to resources (threat assessment team, security, human resources, Team member Employee Assistance Program (EAP), etc.).
- Alert building safety, security, or other appropriate resources.

## Responding to Violent Intruders

Should an individual become violent in the workplace, managers and supervisors should take action immediately by calling 9-1-1, then contacting security. It is important to be versed in Minnesota Board of Veterinary Medicine’s emergency response plan, including contact information and what actions to take immediately. Considerations include:

- Remain as calm as possible and set the example for all team members.
- Ensure emergency services are contacted, as needed.
- Evacuate staff and visitors via a pre-planned evacuation route to a safe area (if applicable).
- Lock and barricade doors if evacuation is not possible.
- Account for staff and visitors.

## Recovery

### Follow-up After an Incident

Once the threat of a workplace violence incident has subsided, managers and supervisors should be familiar with general tactics for recovering the workplace after hostile behavior. General guidelines in response include:

- Assess whether any additional threats could arise because of or in conjunction with the incident.
- In consultation with the Admin Human Resources Department and Minnesota Board of Veterinary Medicine leadership, consider a debriefing session to discuss the incident with team members to help calm anxieties and dispel rumors about the incident.
- Check in with affected team member(s) by asking how they are doing and what they need – including connecting them with the Employee Assistance Program (EAP), as needed.
- Follow Admin Human Resources and any agency procedures for reporting and filling out forms.
- Evaluate the incident for gaps or deficiencies in emergency response plans.

What should be done to recover after a violent situation or incident, including:

- Team member leave options.
- Team member referral to the EAP.

- Continuity of operations – Manage response if the workplace is unavailable, key staff are unable to report to work, etc. following the incident.

After an incident, managers and supervisors should consult with senior leadership and other leaders for their expertise in returning to normal operations. While the details will vary across incidents and agencies, key disciplines that may be helpful to engage include:

- **Communications:** Both internal and external communications may be impacted by an incident, and ongoing communications should be coordinated within Admin (Communications, leadership, HR, legal, etc.), the Governor’s Office.
- **Legal:** Witness statements or physical evidence may need to be collected. Legal counsel should be consulted.
- **Facilities:** Admin’s Real-estate and Construction Services Division and Facilities Management Division (FMD) or third-party landlords should be involved if the physical workspace is impacted, if there are possible bloodborne pathogens or other biohazards that require proper cleaning, and if safety devices or other equipment requires maintenance or replacement. FMD will determine appropriate course of action based upon the situation.
- **Continuity:** An incident may trigger the activation of Minnesota Board of Veterinary Medicine’s Continuity of Operations Plan (COOP) plan. Consult agency continuity planners and keep the director of continuity informed.
- **Human Resources:** Work with Admin’s Human Resources Department to address personnel or labor relations issues.
- **Team member Assistance Program:** If team members need services to address their general well-being, EAP is an excellent resource for options.
- **Safety:** Meet with appropriate staff/teams to discuss the incident and gather lessons learned.
- **ADA Coordinators/Affirmative Action:** Agency ADA coordinator should be involved to provide support to team members.

## Continuity of Operations

The impacts of workplace violence can very quickly halt operations. There may be certain types of incidents that are disruptive enough to activate the COOP. While this will likely be a sensitive time for team members, critical services must resume in a timely manner. Senior leadership and managers/supervisors will need to review the impact of the incident to guide them on recovery actions and timelines.

For COOP questions please contact Admin’s COOP Manager.

## Team Member Care

Once a threat has subsided and immediate safety and health concerns have been addressed, the attention of Minnesota Board of Veterinary Medicine leadership, managers, supervisors, and Admin Human Resources staff should turn to the well-being of team members. If an incident is severe enough to cause team members to leave the workplace, provide guidance on when and where work will resume. When appropriate, Minnesota Board of Veterinary Medicine leadership may consider whether to offer paid administrative leave.

The [Employee Assistance Program](#) EAP is a useful resource when communicating with and providing support to team members on a group or individual basis. Individuals respond differently to stressful situations and EAP is available to help navigate these dynamics. EAP and Organizational Health (OH) can help Admin address the mental and emotional well-being of team members once all physical threats are resolved. EAP/OH's Team Recovery Meetings are facilitated discussions that reduce the likelihood of uncertainty, isolation, and distraction that follow disruptive or shocking events.

## Awareness, Training, and Exercises

Admin Human Resources, Communications, Continuity of Government Office, and the safety officer, will lead the promotion of awareness of the workplace violence policies, plan, and procedures. Training will include information on responding to and reporting violence-related incidents, as well as assistance in maintaining a violence-free workplace.

Methods include:

- Working with other state agency safety officers, the State EAP, facilities management, and physical security staff in developing information for team members related to personal security and violence prevention.
- Sharing information on violence prevention topics, policies, procedures, plans, expectations, resources, and other information to team members to increase their awareness of violence-in-the-workplace issues.
- Designing and conducting exercises to regularly practice responding to potential incidents of workplace violence. In addition to regular emergency notification drills, these could include responding to a threatening client or hostile member of the public, a phone threat, a suspicious package, disputes among team members, suspected domestic violence impacting the workplace (including telework, infrastructure maintenance outside of a state owned/leased facility, etc.), or responding to an armed intruder.

Admin Human Resources will provide advice and counsel including follow-up to ensure incidents are appropriately resolved and future incidents avoided.

## Plan Review and Maintenance

### After Action Review and Improvement Planning

Minnesota Board of Veterinary Medicine conducts an After-Action Review and Improvement Planning (AAR/IP) following all tests and exercises. Exercise planners are responsible for initiating and completing the AAR/IP and those participating in the test or exercise will have the opportunity to provide input to the report. The AAR will address the effectiveness of the test or exercise, identify areas for improvement, and document these in an IP. Copies of the AAR/IP are maintained by Admin Human Resources.

Minnesota Board of Veterinary Medicine also conducts an AAR/IP following an incident resulting in the activation of this plan. The AAR will address the effectiveness of the response and recovery, identify areas for improvement, and document them in an IP. Copies of the AAR/IP are maintained by Admin Human Resources.

### Plan Review

Minnesota Board of Veterinary Medicine and Admin Human Resources will coordinate the review and maintenance of this plan. The plan will be reviewed on an annual basis. Changes may also be made due to information or guidance received from Minnesota Management and Budget. Changes will be tracked using a record of changes table. Comments or suggestions for improving this plan may be provided to Admin Human Resources.

### Threat Assessment Team (TAT) -Under Development

Threat Assessment Team is comprised of several subject matter experts across Admin and Minnesota Board of Veterinary Medicine that discuss potential threats to the agency as a pro-active means to measure the potential of violent or physical threat to the agency and its team member(s).

- The TAT shall meet as needed to discuss individual threats and/or escalating tensions amongst team members, vendors, and/or members of the public to determine de-escalation opportunities to reduce the threat.
- The TAT shall meet on a quarterly basis to discuss identified areas of improvement and potential risk for threats of violence in the workplace.

Members of the TAT should include the following:

- Deputy commissioner.
- Continuity of Government director.
- Human Resources director.
- Safety officer.
- Communications director.
- Chief financial officer.
- General counsel.



- ADA coordinator.

#### Ad Hoc Team Members

- Senior leaders and division director where potential threat arises.
- Health Licensing Board Administrative Services Unit manager.

## **Workplace Violence Prevention – Reporting Procedures (Appendix A)**

### **Emergency Situations**

**If you or others are in immediate danger**, move to a safe place if possible, and **call 9-1-1**.

Follow the reporting procedures when it is safe to do so. Do not physically engage a hostile or threatening person, unless to protect yourself or others against an immediate threat of physical injury.

### **Threats**

The Department of Administration, Minnesota Management and Budget or a SmART agency may receive threats against the department or a member of the department, or another agency or employee.

Take all threats seriously. If necessary, immediately remove yourself from the situation to get to a safe place. When it is safe to do so, report the threat or violence to any of the following:

- 1) Call 9-1-1 if it is an emergency or imminent threat.
- 2) Call Randolph Square security guard at 651-201-2871 or 763-442-8270, if applicable.
- 3) Your supervisor or your executive director at 651-201-2844, Assistant Commissioner, Deputy Commissioner or Commissioner.
- 4) Continuity Manager at 651-201-2732 or 651-587-7324
- 5) Human Resources at 651-259-3700.

If the threat report concerns an agency head or the conduct of a team member, contact Admin Human Resources at 651-259-3700 or by email at [HR.Services.Admin-MMB@state.mn.us](mailto:HR.Services.Admin-MMB@state.mn.us).

Any employee may also complete a Threat Assessment Form located at the end of these procedures in Appendix B.

### **Non-emergency situations**

Non-emergency situations should be reported as soon as possible after the incident occurs. Gather and document as much information as you can while balancing the need to make the report in a timely manner.

### **Non-Retaliation**

Any form of retaliation directed against an individual who makes a report under this policy or participates in any investigation of a report under this policy is strictly prohibited. Retaliation includes conduct or communication designed to prevent a person from opposing or reporting workplace violence. Any employee who is found to have engaged in retaliation in violation of this policy will be subject to discipline, up to and including discharge. Third parties who are found to have engaged in retaliation in violation of this policy will be subject to appropriate action.

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## **Workplace Violence Incident/Threat Assessment Form (Appendix B)**

### **General Information:**

It is the goal of the Department of Administration (Admin), Minnesota Management and Budget and SmART agencies to achieve a work environment, which is free from threats and acts of violence. The agencies will not tolerate workplace violence of any type, from any source. This includes threatening or violent actions by employees directed against other employees, department customers, or other workplace visitors, and by department customers or visitors directed against department employees. The policy on work-related violence includes:

- The agency will actively work to prevent and eliminate acts of work-related violence.
- The agency will respond promptly, positively, and aggressively to deal with threats or acts of violence. This response will include timely involvement of law enforcement agencies, when appropriate.
- The agency hereby adopts, and will work to enforce, a policy of prohibiting possession of firearms and other dangerous weapons in the workplace.
- Incidents of work-related threats or acts of violence will be treated seriously by the agency.
- Reports of such acts will be promptly investigated, and management will take action as necessary to appropriately address each incident.
- The agency will take disciplinary action, up to and including discharge from state employment, against employees who are involved in work-related threats or acts of violence.
- The agency will support criminal prosecution of those who threaten or commit work related violence against its employees or any visitors to its work environment.

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

**Privacy Notice:** The information you provide may become part of an administrative investigation conducted under the direction of the Minnesota Department of Administration and may be classified as private or confidential data under Minnesota State Statute Chapter 13. The information you supply may also be used in a grievance hearing, arbitration or other appeal procedure and you may be asked to testify at these hearings. Your contact information is requested so that you can be contacted to provide additional information. You are not legally required to supply the data, however if you do not provide it, it may impact the ability to fully investigate your concerns. The information will be made available only to those with a legitimate business need to know the information and to those authorized by state and federal law.

**COMPLETE THREAT ASSESSMENT FORM AND SEND TO YOUR HUMAN RESOURCES STAFFING REPRESENTATIVE OR TO [HR.Services.Admin-MMB@state.mn.us](mailto:HR.Services.Admin-MMB@state.mn.us)**

**PLEASE INCLUDE AS MUCH DETAIL AS POSSIBLE.**

**HUMAN RESOURCES**



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**Workplace Violence Incident/Threat Assessment Form**

**DATE**

**Date of Report:**

**EMPLOYEE/REPORTER**

**Name of Individual Completing Report:**

**Working title:**

**Name of Supervisor:**

**Title of Supervisor:**

**Agency/Division:**

**Contact Information (email/phone):**

**INCIDENT/EVENT**

**Date of Incident/Event:**

**Time of Incident/Event:**

**Location of Incident/Event:**

**Name of Individual(s) involved:**

**DESCRIPTION OF INCIDENT/EVENT**

**Description of incident or event that is of concern (What about the incident was concerning?)**

**Please describe as many details as possible (who, what, where, when, etc.):**

**Explanation of actions already taken to mitigate de-escalate the incident or potential violence:**

**HUMAN RESOURCES**



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**RESPONDENT INFORMATION**

**Name of Respondent(s) (if known):**

**Agency/Division of Respondent:**

**Contact information (email/phone):**

**Office location:**

**Relationship to Complainant:**

**WITNESS INFORMATION**

**Witness Name and Contact Information (phone/email):**

**Witness Name and Contact Information (phone/email):**

**Witness Name and Contact Information (phone/email):**

**Witness Name and Contact Information (phone/email):**

## Appendix C: Recognizing Warning Signs of Violence

Note: The following should be considered “red flags.” No “profile” exists for likely perpetrators.

- Extreme changes in behavior.
- Has a history of assaultive behavior.
- Knowingly demonstrates intimidating, belligerent or harassing behavior.
- Making veiled and/or actual threats of violence.
- Having numerous conflicts with others in the workplace.
- Making inappropriate references to weapons, expressing a fascination with weapons and/or bringing in or brandishing weapons.
- Making statements indicating desperation (i.e. family, financial, or other personal problems) and/or a desire to harm themselves.
- Reacts poorly to criticism and/or accepting responsibility for own mistakes.
- Expresses feelings of others “out to get them.”
- Other persons are afraid or apprehensive of this person.

Reporting threatening behavior: Report threatening behavior and incidents of violence using the Workplace Violence Incident/Threat Assessment Form at Appendix B.

Important: Reports are considered private data and are handled through the Human Resources Office. Every effort will be made to protect your privacy.