

CHAPTER 5: Administration

Policy 5J.3: Zero Tolerance for Violence in the Workplace

Anoka-Ramsey Community College will foster an environment where employees, students and visitors are at zero risk of involvement in workplace violence. This will be accomplished by encouraging mutual respect among all individuals, establishing open and honest communication, inviting all employees to provide input, and enforcing zero tolerance for any type of violent behavior. Please see [Policy 5J.4](#) for restrictions regarding possession or carry of firearms applicable to the Minnesota State Colleges and Universities System, in accordance with the Minnesota Citizens' Personal Protection Act of 2003, Minnesota Statutes section 624.714 (Possession or Carry of Firearms), and other applicable law.

History:

07.01.01 Amended

11.21.03 Added last sentence to comply with new Minnesota possession and carry law passed in Spring 2003