



## College Policy 7.01

### Zero Tolerance for Violence

#### Part 1. Policy Statement

MCTC values an environment free from threats, intimidation and acts of violence. The College strictly prohibits and will not tolerate violence or intimidation of any type from any source. This includes intimidating or violent words or actions by employees, students or visitors.

#### Part 2. Definitions and Examples

"Violence is the 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 fear, injury, suffering, or death." (Minnesota Violence Prevention Task Force, 1994) Behavior prohibited by this policy includes, but is not limited to name calling, obscene language and gestures, throwing objects, pushing, stalking, bullying, hazing, negative racial or sexual comments, acts of hate directed at another because of a personal characteristic, assaults, inappropriate touching, carrying weapons, ridiculing or showing disrespect for others, threats of violence, and all action intended to produce physical or emotional harm in another.

#### Part 3. Penalties for Violating Policy

MCTC employees and students who violate this policy are subject to sanctions from MCTC and Minnesota State Colleges and Universities, as well as legal sanctions under local, state and federal law.

##### Subpart A. Students

Students found to have violated this policy may be disciplined according to the Student Code of Conduct (See Catalog). Disciplinary sanctions include warning, confiscation, suspension, expulsion, and referral for prosecution.

##### Subpart B. Employees

Employees found to have violated this policy may be subject to discipline including oral and written reprimand, suspension, termination, and referral for prosecution.

#### Part 4. Reporting Criminal Behavior

Reporting criminal behavior to local law enforcement agencies such as the Minneapolis Police Department or the Hennepin County Sheriffs' Department should normally be done with the assistance of the MCTC Public Safety Department (phone 612-659-6910) to insure appropriate documentation, case numbering and follow-up.

**Date of Adoption:** 7/1/1999

**Date of Implementation (if different from adoption date):**

**Date of Last Review:** 7/1/1999

**Date and Subject of Revisions:**