

## Zero Tolerance of Violence Policy

### Purpose

To define the Minnesota Board of Physical Therapy's policy on workplace violence and prohibition of firearms at work.

### Scope

This policy applies to all Board of Physical Therapy employees.

### Responsibility

The interpretation and administration of this policy shall be the responsibility of the Executive Director of each Board, or the Executive Director's designee, in consultation with the Administrative Services Unit and the Minnesota Department of Employee Relations.

### Policy

#### 1. Zero Tolerance of Violence.

The Minnesota Board of Physical Therapy is committed to avoiding workplace violence against employees, customers, clients and members of the public to the extent possible. The Minnesota Board of Physical Therapy prohibits actual acts or threats of violence in its facilities, on its premises, or at any employer-sponsored activity. The Board will not tolerate any actual acts or threats of violence against its employees, customers, or visitors by any individual on the Board's premises at any time or while any such individual is engaged in business with or on behalf of the Board, on or off the Board's premises. Any personal articles that could be reasonably perceived as weapons are prohibited in the Board's office and public areas.

Any employee who engages in threatening behavior or acts of violence, or who possesses personal articles that could be reasonably perceived as weapons will be subject to appropriate disciplinary action under the appropriate labor agreement, up to and including termination. Employees, former employees or visitors to the Board's facilities who engage in violent behavior or possess personal articles that could be reasonably perceived as weapons will be subject to appropriate action, which may include notification of law enforcement and criminal prosecution.

#### 2. Concealed Firearms Prohibited.

No employee of the Board of Physical Therapy may carry or possess any firearm while acting in the course and scope of employment for the Board. The possession or carrying of a firearm by a Board employee is prohibited while working at the Board's offices and public areas, or while working in any location on behalf of the Board.

This prohibition includes but is not limited to:

- Driving on Board business;
- Riding as a passenger in a car or any type of mass transit on Board business;
- Working at the Board offices or public areas, or any other Board work site;
- Working off-site on behalf of the Board;
- Performing emergency or on-call work for the Board after normal business hours and on weekends;
- Working at private residences and at businesses on behalf of the Board; and
- Attending training or conferences on behalf of the Board.

When responding to on-call work from home after regular work hours, an employee is prohibited from bringing a firearm in their private vehicle unless the vehicle remains in a designated parking area and is not needed in order to respond to the call.

An employee who is using a state vehicle while acting in the course and scope of employment may not carry or possess a firearm while using the state vehicle, including a vehicle that has been assigned to the employee for regular business use.

A Board employee is not prohibited from carrying and possessing firearms in a Board-leased designated parking area in the employee's personal vehicle if the employee has obtained the appropriate permit required by law.

Any employee who violates this policy will be subject to appropriate disciplinary action under the appropriate labor agreement, up to and including termination.

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Adopted by the Minnesota Board of Physical Therapy August 8, 2013