

Zero Tolerance of Workplace Violence Policy

The Minnesota Housing Finance Agency including its managers, supervisors and all employees work to support a workplace free from threats and acts of violence. A physical attack, a verbal attack, the threat of violence, and even the fear of violence can put at risk the safety, productivity and health of our employees. The Agency works to provide a safe workplace for employees, and for visitors to the Agency. Each employee, and everyone with whom we come into contact in our work, deserves to be treated with courtesy and respect. Therefore:

☐ The carrying or possession of firearms or other dangerous weapons (defined below) by Agency employees while acting in the course and scope of employment is prohibited. This includes Agency work performed at any site on behalf of the Agency, driving or riding as a passenger on Agency business in a State-owned, personally-owned, or rented vehicle, and/or attending training or conferences on behalf of the Agency.

☐ Employees violating this policy will be subject to severe penalties, up to and including removal from the worksite, termination of employment and other appropriate actions.

☐ 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.

☐ 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 support criminal prosecution of those who threaten or commit violence against its employees, or against visitors to its work environment.

☐ The Agency will not execute a professional technical service contract with a vendor or with an individual who does not agree to abide by this policy while performing work under contract at the Housing Finance Agency.

☐ Contractor violations may be grounds for suspension or termination of the contract.

“WEAPON” DEFINED

A firearm or any device designed or capable of producing death or great bodily harm, or any combustible or flammable liquid or other device or instrumentality that, in the manner it is used or intended to be used, is calculated or likely to produce death or great bodily harm.