

Ramsey County

Respectful Workplace and Violence Prevention Policy

Ramsey County will strive to provide a workplace where employees, customers, and others doing business are treated with dignity and respect.

Ramsey County is committed to prevention of violence in the workplace.

Violence is defined as words and actions that hurt or attempt to threaten or hurt people. It is any action involving the use of physical force, harassment, intimidation, disrespect, or misuse of power and authority where the impact is to cause pain, fear, or injury.

Ramsey County recognizes that violence at work, family violence, sexual violence, and other forms of violence can adversely affect its employees' work performance and their lives. The County acknowledges that many of its employees are exposed to violence by the nature of their jobs, and commits to developing support and assistance for these employees. The County recognizes that all relationships include the potential for conflict, some of which may manifest as episodic or sustained violence.

This policy covers the actions of elected and appointed officials, managers and supervisors, employees, customers and clients, and providers of contracted services. Accordingly, Ramsey County commits to a series of actions to assure that all employees, customers and others doing business with Ramsey County:

- Are aware of the spirit and intent of this policy;
- Are provided with resources and tools for how to be a part of a respectful workplace, and will be held accountable should they commit acts of violence in the workplace; and
- Have avenues for resolution and support if they experience violence in their workplace, families, or communities.

Action steps to implement this policy include:

1. Ramsey County and its departments will take responsibility to assure that all facilities are environments where dignified and respectful behavior is expected and practiced.
2. This policy will be posted prominently in all County facilities and provided in written form to all employees. This policy will be referenced in all County agreements to purchase services.
3. All elected and appointed officials, managers, supervisors and employees will be provided with resources outlining expectations and strategies for creating and maintaining a respectful workplace. In addition, all officials and employees will be provided tools and strategies for resolution and support if they experience violence in their workplace, family or community that has an impact on their work.
4. All employees will be informed of procedures that address violence in the workplace and its consequences.
5. Training designed to provide practical skills in recognizing and resolving conflict will continue to be developed and offered for managers, supervisors, other employees, and elected officials.
6. Resources will be provided to employees and their families who experience violence, and there will be no adverse employment consequences for those who avail themselves of these resources.
7. The County affirms its commitment to community-based violence prevention efforts, including The Initiative for Peaceful Families and Communities in Ramsey County and national, state and local initiatives to prevent workplace, family, sexual and community violence.

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The Initiative for Peaceful
Families and Communities
in Ramsey County

