

Minnesota Tech for Success (MTFS) is committed to providing a safe, respectful, and productive environment for all students, faculty, staff, and visitors. As part of this commitment, MTFS has established a Zero Tolerance Policy to address behaviors that undermine this environment and compromise the well-being of our community. This policy applies to all individuals associated with MTFS, including but not limited to students, faculty, staff, contractors, volunteers, and visitors.

1. **Discrimination and Harassment:** MTFS strictly prohibits any form of discrimination or harassment based on race, color, ethnicity, national origin, religion, age, sex, sexual orientation, gender identity or expression, marital status, disability, or any other protected characteristic. Discriminatory or harassing behavior, including verbal, physical, or written conduct, will not be tolerated.
2. **Violence and Threats:** MTFS maintains a zero-tolerance approach towards violence, threats, intimidation, or any other form of physical harm or endangerment to oneself or others. This includes but is not limited to physical altercations, verbal threats, possession of weapons, and any behavior that creates a hostile or unsafe environment.
3. **Substance Abuse:** MTFS prohibits the possession, use, distribution, or sale of illegal drugs or alcohol on its premises or during any MTFS-sponsored activities. Additionally, individuals under the influence of drugs or alcohol are not permitted on MTFS property, as it poses a risk to safety and undermines the educational environment.
4. **Academic Integrity:** MTFS values academic honesty and integrity. Any form of cheating, plagiarism, fabrication, or academic dishonesty is strictly prohibited and will result in disciplinary action, up to and including expulsion or termination.
5. **Cyberbullying and Misuse of Technology:** MTFS recognizes the importance of digital citizenship and expects all members of the community to engage in responsible and respectful online behavior. Cyberbullying, harassment, unauthorized access to systems or data, spreading of malicious software, or any other misuse of technology will not be tolerated.

**Consequences:** Violation of this Zero Tolerance Policy may result in disciplinary action, up to and including expulsion, termination of employment, or legal action as appropriate. The severity of the consequences will depend on the nature and circumstances of the violation, as determined by MTFS administration or designated authorities.

**Reporting:** Individuals who believe they have been subjected to or have witnessed behavior that violates this policy are encouraged to report it promptly to the appropriate MTFS authority. Reports will be taken seriously, investigated promptly, and addressed with appropriate action.

This Zero Tolerance Policy is a critical component of maintaining a safe, inclusive, and respectful community at Minnesota Tech for Success. All members of the MTFS community are expected to familiarize themselves with this policy and adhere to its principles at all times.