



STATE OF MINNESOTA

Office of Governor Mark Dayton

130 State Capitol ♦ 75 Rev. Dr. Martin Luther King Jr. Boulevard ♦ Saint Paul, MN 55155

November 13, 2017

Commissioner Myron Frans
Minnesota Management and Budget
400 Centennial Office Building
658 Cedar Street
St. Paul, Minnesota 55155

Dear Commissioner Frans:

As you know, the State of Minnesota strictly prohibits any form of sexual harassment among or against our state employees. It is imperative that we, as state leaders, make every possible effort to ensure the Executive Branch is a safe and welcoming place for all state employees.

No one should be subjected to the harassment and assaults that have come to light in recent days, nor suffer from the fear, shame, and mistrust that result from such acts. Every victim should trust that they have the support and tools they need to report these offenses, without fear of reprisal or further pain and suffering.

Therefore, I am directing you and your staff at Minnesota Management and Budget (MMB) to immediately conduct a thorough review of the State's policies on sexual harassment and assault. I am also directing a full review of the State's sexual harassment training and our processes for reporting acts of harassment and assault, to be sure they fully meet the needs of our employees.

Furthermore, I am requesting your recommendations for how we should improve these policies and procedures. Those recommendations will be critical for ensuring the Executive Branch is a safe, welcoming place to work for all our employees. The State of Minnesota must be an employer equipped with the tools, ethic, and culture necessary to prevent sexual harassment before it begins, and to take swift, meaningful actions to root it out when it occurs.

I thank you and your staff for your urgent attention to this matter. I look forward to receiving your full analysis and recommendations.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Dayton".

Mark Dayton
Governor