
STATE OF MINNESOTA

TEACHERS RETIREMENT ASSOC.

Affirmative Action Plan

August 2016 – August 2018

60 Empire Drive, Suite 400

St. Paul, MN 55103

Contents

| | | |
|-------|--|----|
| I. | EXECUTIVE SUMMARY..... | 2 |
| II. | STATEMENT OF COMMITMENT | 3 |
| III. | INDIVIDUALS RESPONSIBLE FOR DIRECTING/IMPLEMENTING THE AFFIRMATIVE ACTION PLAN..... | 4 |
| | A. Commissioner or Agency Head..... | 4 |
| | B. Affirmative Action Officer | 4 |
| | C. Americans with Disabilities Act Coordinator | 5 |
| | D. Human Resources Director | 6 |
| | E. Directors, Managers, and Supervisors..... | 7 |
| | F. All Employees..... | 8 |
| IV. | COMMUNICATION OF THE AFFIRMATIVE ACTION PLAN..... | 8 |
| | A. Internal Methods of Communication | 8 |
| | B. External Methods of Communication..... | 9 |
| V. | POLICY PROHIBITING DISCRIMINATION AND HARASSEMENT | 9 |
| VI. | COMPLAINT PROCEDURE FOR PROCESSING COMPLAINTS FOR ALLEGED DISCRIMINATION/HARASSMENT | 11 |
| VII. | REASONABLE ACCOMMODATION POLICY | 13 |
| VIII. | EMERGENCY PROCEDURES FOR INDIVIDUALS WITH DISABILITIES..... | 25 |
| IX. | GOALS AND TIMETABLES..... | 25 |
| X. | AFFIRMATIVE ACTION PROGRAM OBJECTIVES..... | 27 |
| XI. | METHODS OF AUDITING, EVALUATING, AND REPORTING PROGRAM SUCCESS..... | 28 |
| | A. Pre-Employment Review Procedure/Monitoring the Hiring Process..... | 28 |
| | B. Pre-Review Procedure for Layoff Decisions..... | 29 |
| | C. Other Methods of Program Evaluation | 30 |
| XII. | RECRUITMENT PLAN..... | 30 |
| | A. Advertising Sources..... | 31 |
| | B. Job and Community Fairs..... | 31 |
| | C. College and University Recruitment Events | 31 |
| | D. Recruitment for Individuals with Disabilities..... | 31 |
| | E. Relationship Building and Outreach | 32 |
| | F. Internships..... | 32 |
| | G. Supported Employment (M.S. 43A.191, Subd. 2(d)) | 32 |

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

XIII. RETENTION PLAN..... 33

- A. Individual(s) Responsible for the Agency’s Retention Program/Activities..... 33
- B. Separation Analysis by Protected Groups 33
- C. Methods of Retention of Protected Groups..... 34

APPENDIX 34

- A. Complaint of Discrimination/Harassment Form..... 35
- B. Employee/Applicant Request for ADA Reasonable Accommodation Form 38
- C. Agency Profile and Organizational Chart..... 41
- D. Underutilization Analysis Worksheets 41
- E. Separation Analysis by Protected Groups Worksheets 41

TRA
AFFIRMATIVE ACTION PLAN 2016-2018

I. EXECUTIVE SUMMARY

TRA
 Affirmative Action Plan 2016-2018

Review revealed underutilization of the following protected group(s) in the following job categories:

Table 1. Underutilization Analysis of Protected Groups

| Job Categories | PROTECTED GROUPS | | |
|-------------------------------|------------------|--------------------------|-------------------------------|
| | Women | Racial/Ethnic Minorities | Individuals with Disabilities |
| Officials/Administrators | 2 | 1 | 0 |
| Professionals | 0 | 0 | 3 |
| Protected Services: Sworn | | | |
| Protected Services: Non-sworn | | | |
| Office/Clerical | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 |
| Skilled Craft | | | |
| Service Maintenance | | | |

Once approved, information about how to obtain or view a copy of this plan will be provided to every employee of the agency. Our intention is that every employee is aware of TRA'S commitments to affirmative action and equal employment opportunity. The plan will also be posted on the agency's website and maintained in the Human Resources Office.

This Affirmative Action Plan meets the requirements as set forth by Minnesota Management and Budget, and contains affirmative action goals and timetables, as well as reasonable and sufficiently assertive hiring and retention methods for achieving these goals.

Affirmative Action Officer Signature: Kerily VanVleet Date: 9/20/16

HR Director Signature: Kerily VanVleet Date: 9/20/16

Executive Director Signature: Laurie Fion Hacking Date: 9/20/16

II. STATEMENT OF COMMITMENT

This statement reaffirms TRA is committed to Minnesota's statewide affirmative action efforts and providing equal employment opportunity to all employees and applicants in accordance with equal opportunity and affirmative action laws.

I affirm my personal and official support of these policies which provide that:

- No individual shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, sexual orientation, disability, marital status, familial status, status with regard to public assistance, or membership or activity in a local human rights commission.
- This agency is committed to the implementation of the affirmative action policies, programs, and procedures included in this plan to ensure that employment practices are free from discrimination. Employment practices include, but are not limited to the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to employees and applicants with disabilities.
- This agency will continue to actively promote a program of affirmative action, wherever minorities, women, and individuals with disabilities are underrepresented in the workforce, and work to retain all qualified, talented employees, including protected group employees.
- This agency will evaluate its efforts, including those of its directors, managers, and supervisors, in promoting equal opportunity and achieving affirmative action objectives contained herein. In addition, this agency will expect all employees to perform their job duties in a manner that promotes equal opportunity for all.

It is the agency's policy to provide an employment environment free of any form of discriminatory harassment as prohibited by federal, state, and local human rights laws. I strongly encourage suggestions as to how we may improve. We strive to provide equal employment opportunities and the best possible service to all Minnesotans.

Executive Director Signature: *Laurie Fion Hacking*

Date: 9/20/2016

III. INDIVIDUALS RESPONSIBLE FOR DIRECTING/IMPLEMENTING THE AFFIRMATIVE ACTION PLAN

A. Commissioner or Agency Head Laurie Hacking, Executive Director

Responsibilities:

The Executive Director is responsible for the establishment of an Affirmative Action Plan that complies with all federal and state laws and regulations.

Duties:

The duties of the Executive Director shall include, but are not limited to the following:

- Appoint the Affirmative Action Officer or designee and include accountability for the administration of the agency's Affirmative Action Plan in his or her position description;
- Take action, if needed, on complaints of discrimination and harassment;
- Ensure the Affirmative Action Plan is effectively communicated to all employees on an annual basis;
- Make decisions and changes in policy, procedures, or accommodations as needed to facilitate effective affirmative action and equal employment opportunity;
- Actively promote equal opportunity employment; and
- Require all agency directors, managers, and supervisors include responsibility statements for supporting affirmative action, equal opportunity, diversity, and/or cultural responsiveness in their position descriptions and annual objectives.

Accountability:

The Executive Director is accountable directly to the TRA Board of Directors and the Governor and indirectly to the Minnesota Management and Budget Commissioner on matters pertaining to equal opportunity and affirmative action.

B. Affirmative Action Officer Kimberly Van Vleet, Human Resources Director

Responsibilities:

The Affirmative Action Officer is responsible for implementation of the agency's affirmative action and equal opportunity program, and oversight of the agency's compliance with equal opportunity and affirmative action laws.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

Duties:

The duties of the Affirmative Action Officer shall include, but are not limited to the following:

- Prepare and oversee the Affirmative Action Plan, including development and setting of agency-wide goals;
- Monitor the compliance and fulfill all affirmative action reporting requirements;
- Inform the agency's Executive Director of progress in affirmative action and equal opportunity and report potential concerns;
- Review the Affirmative Action Plan at least annually and provide updates as appropriate;
- Provide an agency-wide perspective on issues relating to affirmative action and equal opportunity and assist in the identification and development of effective solutions in problem areas related to affirmative action and equal opportunity;
- Identify opportunities for infusing affirmative action and equal opportunity into the agency's considerations, policies, and practices;
- Participate in and/or develop strategies to recruit individuals in protected groups for employment, promotion, and training opportunities;
- Stay current on changes to equal opportunity and affirmative action laws and interpretation of the laws;
- Provide consultation, technical guidance, and/or training to directors, managers, supervisors, and staff regarding best practices in recruitment, selection, and retention, progress on hiring goals, reasonable accommodations, and other opportunities for improvement; and
- Serve as the agency liaison with Minnesota Management and Budget's Office of Equal Opportunity and Diversity and enforcement agencies.

Accountability:

The Affirmative Action Officer is accountable directly to the Executive Director on matters pertaining to affirmative action and equal opportunity.

C. Americans with Disabilities Act Coordinator Kimberly Van Vleet, Human Resources Director

Responsibilities:

The Americans with Disabilities Act Coordinator is responsible for the oversight of the agency's compliance with the Americans with Disabilities Act Title I – Employment and Title II – Public

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AFFIRMATIVE ACTION PLAN 2016-2018

Services, in accordance with the Americans with Disabilities Act - as amended, the Minnesota Human Rights Act, and Executive Order 96-09.

Duties:

The duties of the Americans with Disabilities Act Coordinator shall include, but not limited to the following:

- Provide guidance, coordination, and direction to agency management with regard to the Americans with Disabilities Act in the development and implementation of the agency's policy, procedures, practices, and programs to ensure they are accessible and nondiscriminatory;
- Provide consultation, technical guidance, and/or training to directors, managers, supervisors, and staff regarding best practices in recruitment, selection, and retention of individuals with disabilities, provisions of reasonable accommodations for employees and applicants, and other opportunities for improvement; and
- Track and facilitate requests for reasonable accommodations for employees and applicants, as well as members of the public accessing the agency's services, and reports reasonable accommodations annually to Minnesota Management and Budget.

Accountability:

The Americans with Disabilities Act Coordinator reports directly to the Executive Director.

D. Human Resources Director

Kimberly Van Vleet, Human Resources Director

Responsibilities:

The Human Resources Director is responsible for ensuring equitable and uniform administration of all personnel policies including taking action to remove barriers to equal employment opportunity with the agency.

Duties:

The duties of the Human Resources Director include, but are not limited to the following:

- Provide leadership to human resources staff and others to ensure personnel decision-making processes adhere to equal opportunity and affirmative action principles;
- Ensure, to the extent possible, development and utilization of selection criteria that is objective, uniform, and job-related;
- Initiate and report on specific program objectives contained in the Affirmative Action Plan;

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AFFIRMATIVE ACTION PLAN 2016-2018

- Ensure pre-hire review process is implemented and receives support from directors, managers, and supervisors;
- Include the Affirmative Action Officer in the decision-making process regarding personnel actions involving protected group members, including hiring, promotion, disciplinary actions, reallocation, transfer, termination, and department and division-wide classification studies;
- Include responsibility statements for supporting affirmative action, equal opportunity, diversity, and/or cultural responsiveness in position descriptions and annual objectives;
- Assist in recruitment and retention of individuals in protected groups, and notify directors, managers, and supervisors of existing disparities;
- Make available to the Affirmative Action Officer and Americans with Disabilities Act Coordinator or designee all necessary records and data necessary to perform duties related to equal opportunity and affirmative action.

Accountability:

The Human Resources Director is directly accountable to the Executive Director.

E. Directors, Managers, and Supervisors

Responsibilities:

Directors, Managers, and Supervisors are responsible for implementation of equal opportunity and affirmative action within their respective areas of supervision and compliance with the agency's affirmative action programs and policies to ensure fair and equal treatment of all employees and applicants.

Duties:

The duties of directors, managers, and supervisors include, but are not limited to the following:

- Assist the Affirmative Action Officer in identifying and resolving problems and eliminating barriers which inhibit equal employment opportunity;
- Communicate the agency's affirmative action policy to assigned staff;
- Carry out supervisory responsibilities in accordance with the equal employment opportunity and affirmative action policies embodied in this plan;
- Maintain a consistent standard within the workforce so that employees are evaluated, recognized, developed, and rewarded on a fair and equitable basis;

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AFFIRMATIVE ACTION PLAN 2016-2018

- Include responsibility statements for supporting affirmative action, equal opportunity, diversity, and/or cultural responsiveness in staff position descriptions and annual objectives;
- To provide a positive and inclusive work environment; and
- To refer complaints of discrimination and harassment to the appropriate parties.

Accountability:

Managers and supervisors are accountable directly to their designated supervisor and indirectly to the agency’s Executive Director.

F. All Employees

Responsibilities:

All employees are responsible for conducting themselves in accordance with the agency’s equal opportunity and Affirmative Action Plan and policies.

Duties:

The duties of all employees shall include, but are not limited to the following:

- Exhibit an attitude of respect, courtesy, and cooperation towards fellow employees and the public; and
- Refrain from any actions that would adversely affect the performance of a coworker with respect to their race, sex, color, creed, religion, age, national origin, disability, marital status, familial status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership or activity in a local human rights commission.

Accountability:

Employees are accountable to their designated supervisor and indirectly to the agency’s Executive Director.

IV. COMMUNICATION OF THE AFFIRMATIVE ACTION PLAN

The following information describes the methods that the agency takes to communicate the Affirmative Action Plan to employees and the general public:

A. Internal Methods of Communication

- A memorandum detailing the location of the Affirmative Action Plan and the responsibility to read, understand, support, and implement equal opportunity and affirmative action will be sent

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AFFIRMATIVE ACTION PLAN 2016-2018

from the agency's leadership or alternatively, the Affirmative Action Officer, to all staff on an annual basis.

- The agency's Affirmative Action Plan is available to all employees on the agency's internal website at <http://traintranet/hr/HRPolicies/Affirmative%20Action%20Plan.pdf> or in print copy to anyone who requests it. As requested, the agency will make the plan available in alternative formats.
- Nondiscrimination and equal opportunity statements and posters are prominently displayed and available in areas frequented and accessible to employees.

B. External Methods of Communication

- The agency's Affirmative Action Plan is available on the agency's external website or in print copy to anyone who requests it. As requested, the agency will make the plan available in alternative formats.
- The agency's website homepage, letterhead, publications, and all job postings, will include the statement "an equal opportunity employer."

Nondiscrimination and equal opportunity statements and posters are prominently displayed and available in areas frequented by and accessible to members of the public. Examples of posters displayed include: Equal Employment Opportunity is the law, Employee Rights under the Fair Labor Standards Act, and the Americans with Disabilities Act Notice to the Public.

V. POLICY PROHIBITING DISCRIMINATION AND HARASSEMENT

It is the policy of the of the State of Minnesota and TRA to prohibit harassment of its employees based on race, color, creed, religion, national origin, sex, marital status, familial status, status with regard to public assistance, membership or activity in a local human rights, disability, sexual orientation, or age. This prohibition with respect to harassment includes both overt acts of harassment and those acts that create a negative work environment.

Any employee subjected to such harassment should file a complaint internally with the agency's Affirmative Action Officer. If the employee chooses, a complaint can be filed externally with the Minnesota Department of Human Rights, the Equal Employment Opportunity Commission, or through other legal channels. These agencies have time limits for filing complaints, so individuals should contact the agencies for more information. In extenuating circumstances, the employee should contact the State Affirmative Action Program Coordinator in the Office of Equal Opportunity and Diversity at Minnesota Management and Budget for information regarding the filing of a complaint. Any unintentional or deliberate violation of this policy by an employee will be cause for appropriate disciplinary action.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

Each employee is responsible for the application of this policy. This includes initiating and supporting programs and practices designed to develop understanding, acceptance, commitment, and compliance within the framework of this policy. All employees must be informed that harassment is unacceptable behavior. The Affirmative Action Officer will be expected to keep the TRA and its employees apprised of any changes in the law or its interpretation regarding this form of discrimination. The Affirmative Action Officer or designee is also responsible for:

Notifying all employees and applicants of this policy; and

Informing all employees of the complaint procedure and ensuring that all complaints will be investigated promptly and carefully.

Definitions:

Discriminatory harassment is any behavior based on protected class status which is not welcome, which is personally offensive, which, therefore, may effect morale and interfere with the employee's ability to perform. For example, harassment based on national origin has been defined by the U.S. Equal Employment Opportunity Commission as "Ethnic slurs and other verbal or physical conduct relating to an individual's national origin."

Sexual harassment has also been specifically defined by the Minnesota Human Rights Act, which states in regard to employment, that:

"Sexual harassment" includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or other verbal or physical conduct or communication of a sexual nature when:

- Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment;
- Submission to or rejection of that conduct or communication by an individual is used as a factor in decision affecting that individual's employment; or
- That conduct or communication has the purpose or effect of substantially interfering with an individual's employment, and in the case of employment, the employer knows or should know of the existence of the harassment and fails to take timely and appropriate action.

It is possible for discriminatory harassment to occur:

- Among peers or coworkers;
- Between managers and subordinates; or
- Between employees and members of the public.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

Employees who experience discrimination or harassment should bring the matter to the attention of the TRA’S Affirmative Action Officer. In fulfilling our obligation to maintain a positive and productive work environment, the Affirmative Action Officer and all employees are expected to address or report any suspected harassment or retaliation.

Varying degrees of discriminatory harassment violations can occur and require varying levels of progressive discipline. Individuals who instigate harassment are subject to serious disciplinary actions up to and including suspension, demotion, transfer, or termination. Additionally, inappropriate behaviors that do not rise to the level of discriminatory harassment, but are none the less disruptive, should be corrected early and firmly in the interests of maintaining a barrier-free work place. Individuals who participate in inappropriate behaviors at work are also subject to disciplinary actions.

Any employee or applicant who believes that they have experienced discrimination or harassment based on race, color, creed, religion, national origin, sex, marital status, familial status, status with regard to public assistance, membership or activity in a local human rights commission, disability, sexual orientation, or age may file a complaint of discrimination.

Complaints of discrimination or harassment can be filed using the internal complaint procedure included in this Affirmative Action Plan.

VI. COMPLAINT PROCEDURE FOR PROCESSING COMPLAINTS FOR ALLEGED DISCRIMINATION/HARASSMENT

The TRA has established the following discrimination/harassment complaint procedure to be used by all employees and applicants. Coercion, reprisal, or intimidation against anyone filing a complaint or serving as a witness under this procedure is prohibited.

Responsibility of Employees:

All employees shall respond promptly to any and all requests by the Affirmative Action Officer for information and for access to data and records for the purpose of enabling the Affirmative Action Officer to carry out responsibilities under this complaint procedure.

Who May File:

Any employees or applicants who believes that they have been discriminated against or harassed by reason of race, color, creed, religion, national origin, sex, marital status, familial status, status with regard to public assistance, membership or activity in a local human rights commission, disability, sexual orientation, or age may file a complaint. Employees who are terminated are encouraged to file their internal complaint prior to their actual separation; however, complaints will be taken for a reasonable period of time subsequent to the actual separation date.

Complaint Procedure:

The internal complaint procedure provides a method for resolving complaints involving violations of this agency’s policy prohibiting discrimination and harassment within the agency. Employees and

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AFFIRMATIVE ACTION PLAN 2016-2018

applicants are encouraged to use this internal complaint process. Retaliation against a person who has filed a complaint either internally or through an outside enforcement agency or other legal channels is prohibited. The Affirmative Action Officer may contact the Office of Diversity and Equal Opportunity if more information is needed about filing a complaint.

Filing Procedures:

1. The employee or applicant completes the "Complaint of Discrimination/Harassment Form" provided by the Affirmative Action Officer. Employees are encouraged to file a complaint within a reasonable period of time after the individual becomes aware that a situation may involve discrimination or harassment. The Affirmative Action Officer will, if requested, provide assistance in filling out the form.
2. The Affirmative Action Officer determines if the complaint falls under the purview of Equal Employment Opportunity law, i.e., the complainant is alleging discrimination or harassment on the basis of race, color, creed, religion, national origin, sex, marital status, familial status, status with regard to public assistance, membership or activity in a local human rights commission, disability, sexual orientation, or age; or if the complaint is of a general personnel concern. The Affirmative Action Officer shall also discuss other options for resolution, such as the workplace mediation.
 - If it is determined that the complaint is not related to discrimination but rather to general personnel concerns, the Affirmative Action Officer will inform the complainant, in writing, within ten (10) working days.
 - If the complaint is related to discrimination, the Affirmative Action Officer will, within ten (10) working days, contact all parties named as respondents and outline the basic facts of the complaint. The respondents will be asked to provide a response to the allegations within a specific period of time.
3. The Affirmative Action Officer shall then investigate the complaint. At the conclusion of the investigation, the Affirmative Action Officer shall notify the complainants and respondents that the investigation is completed. The Affirmative Action Officer shall then review the findings of the investigation.
 - If there is sufficient evidence to substantiate the complaint, appropriate action will be taken.
 - If insufficient evidence exists to support the complaint, a letter will be sent to the complainants and the respondents dismissing the complaint.
4. A written answer will be provided to the parties within sixty (60) days after the complaint is filed. The complainants will be notified should extenuating circumstances prevent completion of the investigation within sixty (60) days.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

5. Disposition of the complaint will be filed with the Commissioner of the Minnesota Management and Budget within thirty (30) days after the final determination.
6. All documentation associated with a complaint shall be considered investigative data under the Minnesota Government Data Practices Act. The status of the complaint will be shared with the complainants and respondents. After an investigation is completed and all appeals are exhausted, all documentation is subject to the provisions of the Minnesota Government Data Practices Act.
7. All data collected may at some point become evidence in civil or criminal legal proceedings pursuant to state or federal statutes. An investigation may include, but is not limited to, the following types of data:
 - Interviews or written interrogatories with all parties involved in the complaint, i.e., complainants, respondents, and their respective witnesses; officials having pertinent records or files, etc.; and
 - All records pertaining to the case i.e., written, recorded, filmed, or in any other form.
8. The Affirmative Action Officer shall maintain records of all complaints and any pertinent information or data for three (3) years after the case is closed.

VII. REASONABLE ACCOMMODATION POLICY

State agencies must comply with all state and federal laws that prohibit discrimination against qualified individuals with disabilities in all employment practices. All state agencies must provide reasonable accommodations to qualified applicants and employees with disabilities unless to do so would cause an undue hardship or pose a direct threat. Agencies must provide reasonable accommodation when:

- A qualified applicant with a disability needs an accommodation to have an equal opportunity to compete for a job;
- A qualified employee with a disability needs an accommodation to perform the essential functions of the employee’s job; and

A qualified employee with a disability needs an accommodation to enjoy equal access to benefits and privileges of employment (e.g., trainings, office sponsored events).

Applicant

A person who expresses interest in employment and satisfies the minimum requirements for application established by the job posting and job description.

Americans with Disabilities Act (ADA) Coordinator

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AFFIRMATIVE ACTION PLAN 2016-2018

Each agency is required to appoint an ADA coordinator or designee, depending on agency size, to direct and coordinate agency compliance with Title I of the ADA.

Direct Threat

A significant risk of substantial harm to the health or safety of the individual or others that cannot be eliminated or reduced by reasonable accommodation.

The determination that an individual poses a direct threat shall be based on an individualized assessment of the individual's present ability to safely perform the essential functions of the job.

Essential Functions

Duties so fundamental that the individual cannot do the job without being able to perform them. A function can be essential if:

- The job exists specifically to perform the function(s); or
- There are a limited number of other employees who could perform the function(s); or
- The function(s) is/are specialized and the individual is hired based on the employee's expertise.

Interactive Process

A discussion between the employer and the individual with a disability to determine an effective reasonable accommodation for the individual with a disability. To be interactive, both sides must communicate and exchange information.

Individual with a Disability

An individual who:

- Has a physical, sensory, or mental impairment that substantially limits one or more major life activities; or
- Has a record or history of such impairment; or
- Is regarded as having such impairment.

Qualified Individual with a Disability

An individual who:

- Satisfies the requisite skill, experience, education, and other job-related requirements of the job that the individual holds or desires; and
- Can perform the essential functions of the position with or without reasonable accommodation.

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AFFIRMATIVE ACTION PLAN 2016-2018

Major Life Activities

May include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Major life activities also include the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

Medical Documentation

Information from the requestor's treating provider which is sufficient to enable the employer to determine whether an individual has a disability and whether and what type of reasonable accommodation is needed when the disability or the need for accommodation is not obvious. Medical documentation can be requested using the standardized [Letter Requesting Documentation for Determining ADA Eligibility from a Medical Provider.](#)

Reasonable Accommodation

An adjustment or alteration that enables a qualified individual with a disability to apply for a job, perform job duties, or enjoy the benefits and privileges of employment. Reasonable accommodations may include:

- Modifications or adjustments to a job application process to permit a qualified individual with a disability to be considered for a job; or
- Modifications or adjustments to enable a qualified individual with a disability to perform the essential functions of the job; or
- Modifications or adjustments that enable qualified employees with disabilities to enjoy equal benefits and privileges of employment.

Modifications or adjustments may include, but are not limited to:

- Providing materials in alternative formats like large print or Braille;
- Providing assistive technology, including information technology and communications equipment, or specially designed furniture;
- Modifying work schedules or supervisory methods;
- Granting breaks or providing leave;
- Altering how or when job duties are performed;
- Removing and/or substituting a marginal function;
- Moving to a different office space;
- Providing telework;
- Making changes in workplace policies;

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

- Providing a reader or other staff assistant to enable employees to perform their job functions, where a reasonable accommodation cannot be provided by current staff;
- Removing an architectural barrier, including reconfiguring work spaces;
- Providing accessible parking; or
- Providing a reassignment to a vacant position.

Reassignment

Reassignment to a vacant position for which an employee is qualified is a “last resort” form of a reasonable accommodation. This type of accommodation must be provided to an employee, who, because of a disability, can no longer perform the essential functions of the position, with or without reasonable accommodation, unless the employer can show that it will be an undue hardship.

Support Person

Any person an individual with a disability identifies to help during the reasonable accommodation process in terms of filling out paperwork, attending meetings during the interactive process to take notes or ask clarifying questions, or to provide emotional support.

Undue Hardship

A specific reasonable accommodation would require significant difficulty or expense. Undue hardship is always determined on a case-by-case basis considering factors that include the nature and cost of the accommodation requested and the impact of the accommodation on the operations of the agency. A state agency is not required to provide accommodations that would impose an undue hardship on the operation of the agency.

General Standards and Expectations

Individuals who may request a reasonable accommodation include

- Any qualified applicant with a disability who needs assistance with the job application procedure or the interview or selection process; or
- Any qualified agency employee with a disability who needs a reasonable accommodation to perform the essential functions of the position; or
- A third party, such as a family member, friend, health professional or other representative, on behalf of a qualified applicant or employee with a disability, when the applicant or employee is unable to make the request for reasonable accommodation. When possible, the agency must contact the applicant or employee to confirm that the accommodation is wanted. The applicant or employee has the discretion to accept or reject the proposed accommodation.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

The agency must abide by the [Minnesota Government Data Practices Act, Chapter 13](#), in obtaining or sharing information related to accommodation requests.

How to request a reasonable accommodation

An agency applicant or employee may make a reasonable accommodation request to any or all of the following:

- Immediate supervisor or manager in the employee's chain of command;
- Agency Affirmative Action Officer/Designee;
- Agency ADA Coordinator;
- Agency Human Resources Office;
- Any agency official with whom the applicant has contact during the application, interview and/or selection process.

Timing of the request

An applicant or employee may request a reasonable accommodation at any time, even if the individual has not previously disclosed the existence of a disability or the need for an accommodation. A request is any communication in which an individual asks or states that he or she needs the agency to provide or change something because of a medical condition.

The reasonable accommodation process begins as soon as possible after the request for accommodation is made.

Form of the request

The applicant or employee is responsible for requesting a reasonable accommodation or providing sufficient notice to the agency that an accommodation is needed.

An initial request for accommodation may be made in any manner (e.g., writing, electronically, in person or orally).

The individual requesting an accommodation does not have to use any special words and does not have to mention the ADA or use the phrase "reasonable accommodation" or "disability."

Oral requests must be documented in writing to ensure efficient processing of requests.

Agency request forms can be found at: "[Employee/Applicant Request for Reasonable Accommodation Form](#)".

When a supervisor or manager observes or receives information indicating that an employee is experiencing difficulty performing the job due to a medical condition or disability, further inquiry may

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

be required. Supervisors or managers should consult with the agency ADA Coordinator for advice on how to proceed.

When an employee needs the same reasonable accommodation on a repeated basis (e.g., the assistance of a sign language interpreter), a written request for accommodation is required the first time only. However, the employee requesting an accommodation must give appropriate advance notice each subsequent time the accommodation is needed. If the accommodation is needed on a regular basis (e.g., a weekly staff meeting), the agency must make appropriate arrangements without requiring a request in advance of each occasion.

The interactive process entails

Communication is a priority and encouraged throughout the entire reasonable accommodation process. The interactive process is a collaborative process between the employee and/or applicant and the agency to explore and identify specific reasonable accommodation(s). (For information on the Interactive Process see the U.S. Department of Labor, Job Accommodation Network at <http://askjan.org/topics/interactive.htm>). This process is required when:

- The need for a reasonable accommodation is not obvious;
- The specific limitation, problem or barrier is unclear;
- An effective reasonable accommodation is not obvious;
- The parties are considering different forms of reasonable accommodation;
- The medical condition changes or fluctuates; or,
- There are questions about the reasonableness of the requested accommodation.

The interactive process should begin as soon as possible after a request for reasonable accommodation is made or the need for accommodation becomes known.

The process should ensure a full exchange of relevant information and communication between the individual and the agency. An individual may request that the agency ADA Coordinator, a union representative, or support person be present.

The agency ADA Coordinator shall be consulted when:

- Issues, conflicts or questions arise in the interactive process; and
- Prior to denying a request for accommodation.

Agency responsibilities for processing the request

As the first step in processing a request for reasonable accommodation, the person who receives the request must promptly forward the request to the appropriate decision maker. At the same time, the recipient will notify the requestor who the decision maker is.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

Executive Director

The Executive Director has the ultimate responsibility to ensure compliance with the ADA and this policy and appoint an ADA Coordinator.

ADA Coordinator

The agency ADA Coordinator is the agency's decision maker for reasonable accommodation requests for all types of requests outside of the supervisors' and managers' authority. The agency ADA Coordinator will work with the supervisor and manager, and where necessary, with agency Human Resources, to implement the approved reasonable accommodation.

Supervisors and Managers

Agencies have the authority to designate the level of management approval needed for reasonable accommodation requests for low-cost purchases. For example:

- Requests for standard office equipment that is needed as a reasonable accommodation and adaptive items costing less than \$100. [Agencies can adjust the dollar amount based on their needs]; and
- Requests for a change in a condition of employment such as modified duties, or a change in schedule, or the location and size of an employee's workspace. [Agencies can choose to delegate specific requests to supervisors or managers or require these types of requests to work through the agency ADA Coordinator].

Analysis for processing requests

Before approving or denying a request for accommodation, the agency decision maker with assistance from the agency ADA Coordinator will:

1. Determine if the requestor is a qualified individual with a disability;
2. Determine if the accommodation is needed to:
 - Enable a qualified applicant with a disability to be considered for the position the individual desires;
 - Enable a qualified employee with a disability to perform the essential functions of the position; or
 - Enable a qualified employee with a disability to enjoy equal benefits or privileges of employment as similarly situated employees without disabilities;
3. Determine whether the requested accommodation is reasonable;
4. Determine whether there is a reasonable accommodation that will be effective for the requestor and the agency; and

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AFFIRMATIVE ACTION PLAN 2016-2018

5. Determine whether the reasonable accommodation will impose an undue hardship on the agency's operations.

An employee's accommodation preference is always seriously considered, but the agency is not obligated to provide the requestor's accommodation of choice, so long as it offers an effective accommodation, or determines that accommodation would cause an undue hardship.

Obtaining medical documentation in connection with a request for reasonable accommodation

In some cases, the disability and need for accommodation will be reasonably evident or already known, for example, where an employee is blind. In these cases, the agency will not seek further medical documentation. If a requestor's disability and/or need for reasonable accommodation are not obvious or already known, the agency ADA Coordinator may require medical information showing that the requestor has a covered disability that requires accommodation. The agency ADA Coordinator may request medical information in certain other circumstances. For example when:

- The information submitted by the requestor is insufficient to document the disability or the need for the accommodation;
- A question exists as to whether an individual is able to perform the essential functions of the position, with or without reasonable accommodation; or
- A question exists as to whether the employee will pose a direct threat to himself/herself or others.

Where medical documentation is necessary, the agency ADA Coordinator must make the request and use the [Letter Requesting Documentation for Determining ADA Eligibility from a Medical Provider](#). The agency ADA Coordinator must also obtain the requestor's completed and signed [Authorization for Release of Medical Information](#).

Only medical documentation specifically related to the employee's request for accommodation and ability to perform the essential functions of the position will be requested. When medical documentation or information is appropriately requested, an employee must provide it in a timely manner, or the agency may deny the reasonable accommodation request. Agencies must not request medical records; medical records are not appropriate documentation and cannot be accepted.

Supervisors and managers *must not* request medical information or documentation from an applicant or employee seeking an accommodation. Such a request will be made by the agency ADA Coordinator, if appropriate.

Confidentiality requirements

Medical Information

Medical information obtained in connection with the reasonable accommodation process must be kept confidential. All medical information obtained in connection with such requests must be collected and maintained on separate forms and in separate physical or electronic files from non-medical personnel

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

files and records. Electronic copies of medical information obtained in connection with the reasonable accommodation process must be stored so that access is limited to only the agency ADA Coordinator. Physical copies of such medical information must be stored in a locked cabinet or office when not in use or unattended. Generally, medical documentation obtained in connection with the reasonable accommodation process should only be reviewed by the agency ADA Coordinator.

The agency ADA Coordinator may disclose medical information obtained in connection with the reasonable accommodation process to the following:

- Supervisors, managers or agency HR staff who have a need to know may be told about the necessary work restrictions and about the accommodations necessary to perform the employee's duties. However, information about the employee's medical condition should only be disclosed if strictly necessary, such as for safety reasons;
- First aid and safety personnel may be informed, when appropriate, if the employee may require emergency treatment or assistance in an emergency evacuation;
- To consult with the State ADA Coordinator or Employment Law Counsel at MMB, or the Attorney General's Office about accommodation requests, denial of accommodation requests or purchasing of specific assistive technology or other resources; or
- Government officials assigned to investigate agency compliance with the ADA.

Whenever medical information is appropriately disclosed as described above, the recipients of the information must comply with all confidentiality requirements.

Accommodation Information

The fact that an individual is receiving an accommodation because of a disability is confidential and may only be shared with those individuals who have a need to know for purposes of implementing the accommodation, such as the requestor's supervisor and the agency ADA Coordinator.

General Information

General summary information regarding an employee's or applicant's status as an individual with a disability may be collected by agency equal opportunity officials to maintain records and evaluate and report on the agency's performance in hiring, retention, and processing reasonable accommodation requests.

Approval of requests for reasonable accommodation

As soon as the decision maker determines that a reasonable accommodation will be provided, the agency ADA Coordinator will process the request and provide the reasonable accommodation in as short of a timeframe as possible. The time necessary to process a request will depend on the nature of the accommodation requested and whether it is necessary to obtain supporting information. If an approved accommodation cannot be provided within a reasonable time, the decision maker will inform

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

the requestor of the status of the request before the end of 30 days. Where feasible, if there is a delay in providing the request, temporary measures will be taken to provide assistance.

Once approved, the reasonable accommodation should be documented for record keeping purposes and the records maintained by the agency ADA Coordinator.

Funding for reasonable accommodations

The agency must specify how the agency will pay for reasonable accommodations.

Procedures for reassignment as a reasonable accommodation

Reassignment to a vacant position is an accommodation that must be considered if there are no effective reasonable accommodations that would enable the employee to perform the essential functions of his/her current job, or if all other reasonable accommodations would impose an undue hardship.

The agency ADA Coordinator will work with agency Human Resources staff and the requestor to identify appropriate vacant positions within the agency for which the employee may be qualified and can perform the essential functions of the vacant position, with or without reasonable accommodation. Vacant positions which are equivalent to the employee's current job in terms of pay, status, and other relevant factors will be considered first. If there are none, the agency will consider vacant lower level positions for which the individual is qualified. The EEOC recommends that the agency consider positions that are currently vacant or will be coming open within at least the next 60 days.

Denial of requests for reasonable accommodation

The agency ADA Coordinator must be contacted for assistance and guidance prior to denying any request for reasonable accommodation. The agency may deny a request for reasonable accommodation where:

- The individual is not a qualified individual with a disability;
- The reasonable accommodation results in undue hardship or the individual poses a direct threat to the individual or others. Undue hardship and direct threat are determined on a case-by-case basis with guidance from the agency ADA Coordinator; or
- Where no reasonable accommodation, including reassignment to a vacant position, will enable the employee to perform all the essential functions of the job.

The explanation for denial must be provided to the requestor in writing. The explanation should be written in plain language and clearly state the specific reasons for denial. Where the decision maker has denied a specific requested accommodation, but has offered a different accommodation in its

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

place, the decision letter should explain both the reasons for denying the accommodation requested and the reasons that the accommodation being offered will be effective.

Consideration of undue hardship

An interactive process must occur prior to the agency making a determination of undue hardship. Determination of undue hardship is made on a case-by-case basis and only after consultation with the agency's ADA Coordinator. In determining whether granting a reasonable accommodation will cause an undue hardship, the agency considers factors such as the nature and cost of the accommodation in relationship to the size and resources of the agency and the impact the accommodation will have on the operations of the agency.

Agencies may deny reasonable accommodations based upon an undue hardship. Prior to denying reasonable accommodation requests due to lack of financial resources, the agency will consult with the State ADA Coordinator at MMB.

Determining direct threat

The determination that an individual poses a "direct threat," (i.e., a significant risk of substantial harm to the health or safety of the individual or others) which cannot be eliminated or reduced by a reasonable accommodation, must be based on an individualized assessment of the individual's present ability to safely perform the essential functions of the job with or without reasonable accommodation. A determination that an individual poses a direct threat cannot be based on fears, misconceptions, or stereotypes about the individual's disability. Instead, the agency must make a reasonable medical judgment, relying on the most current medical knowledge and the best available objective evidence.

In determining whether an individual poses a direct threat, the factors to be considered include:

- Duration of the risk;
- Nature and severity of the potential harm;
- Likelihood that the potential harm will occur; and
- Imminence of the potential harm.

Appeals process in the event of denial

In addition to providing the requestor with the reasons for denial of a request for reasonable accommodation, agencies must designate a process for review when an applicant or employee chooses to appeal the denial of a reasonable accommodation request. This process:

- Must include review by an agency official;
- May include review by the State ADA Coordinator; and/or

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

- Must inform the requestor of the statutory right to file a charge with the Equal Employment Opportunity Commission or the Minnesota Department of Human Rights.

Information tracking and records retention

Agencies must track reasonable accommodations requested and report once a year by September 1st to MMB the number and types of accommodations requested, approved, denied and other relevant information.

Agencies must retain reasonable accommodation documentation according to the agency's document retention schedule, but in all cases for at least one year from the date the record is made or the personnel action involved is taken, whichever occurs later. 29 C.F.R. § 1602.14.

VIII. EMERGENCY PROCEDURES FOR INDIVIDUALS WITH DISABILITIES

A copy of the agency's weather and emergency plans can be found on the agency internal website at <http://intranet13/sites/traintranet/DocumentUniverse/Executive%20%20TRAWide/Safety%20Manual%202017.pdf>.

Knowledge and preparation by both individuals needing assistance and those who don't is key to reducing the impact of emergencies. When developing a plan, safety needs should be determined on a case-by-case basis because it varies with each individual and building.

All employees should review the emergency procedures and be aware the contents and emergency routes. Everyone has a responsibility to develop their own personal emergency plan, this includes individuals with disabilities or individuals who will need assistance during an emergency. If you are in need of assistance during an emergency, please contact Kim Van Vleet, Human Resources Director, 651-284-7876, kim.vanvleet@hr.mnretirement.us to develop a plan with the supervisor.

Severe Weather Emergency Options:

Individuals with disabilities or who are in need of assistance during an emergency have three evacuation/relocation options based on their location in their building:

- Horizontal evacuation: If located on the ground or basement floor, severe weather shelter areas are located throughout each floor;
- Elevator evacuation: If there are no safe areas above the ground floor, the elevator may be used to evacuate to the ground or basement levels; and/or
- Shelter in Place: Seeking shelter in a designated severe weather shelter and remaining there until the all clear is used.

IX. GOALS AND TIMETABLES

Labor force statistics from census data is used to determine the agency underutilization and then develop appropriate goals and timetables. This involves a comparison of the agency's internal workforce and positions with the availability of protected group workers with qualifications in the relevant geographic area and labor market. Goals are based on the 2010 census data and a factor analysis using the relevant information regarding the workforce participation.

Through the utilization analysis, the agency has determined which job categories are underutilized for women, minorities, and individuals with disabilities within the agency and has set the following hiring goals for the next two years (Reference Table 2).

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

Women – We are not underutilized for Professional, Technicians, or Office/Clericals. We are underutilized 2 in the Officials and Administrators category.

Minorities – We are not underutilized for the Professionals, Technicians or Office/Clericals. We are underutilized 1 in the Officials and Administrators Category.

People with Disabilities – We are not underutilized for Officials and Administrators or Technicians. We are underutilized 3 in the Professionals category and 1 in the Office/Clerical category.

We do expect some retirements over the next two years, however, we do not expect to fill behind every vacancy. However, as vacancies occur in any of the job groups, and particularly in those with underutilization, a good faith effort will be made to recruit and hire the positions with protected group members.

Table 2. Underutilization Analysis and Hiring Goals for 2016-2018

The second, third, and fourth columns of this chart show the number of underutilized individuals of each group in each category at this agency. The fifth, sixth, and seventh columns show the agency’s hiring goals for each group in each category.

| Job Categories | UNDERUTILIZATION – # OF INDIVIDUALS | | | HIRING GOALS FOR 2016-2018 | | |
|----------------------------------|-------------------------------------|---------------------------------|-------------------------------------|----------------------------|---------------------------------|-------------------------------------|
| | Women | Racial/ Ethnic Minorities | Individuals With Disabilities | Women | Racial/ Ethnic Minorities | Individuals With Disabilities |
| Officials/Administrators | 2 | 1 | 0 | 2 | 1 | 0 |
| Professionals | 0 | 0 | 3 | 0 | 1 | 3 |
| Protected Services: Sworn | | | | | | |
| Protected Services: Non-sworn | | | | | | |
| Office/Clerical | 0 | 0 | 1 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled Craft | | | | | | |
| Service Maintenance | | | | | | |

Availability:

The agency determined the recruitment area to be metropolitan availability for each job category listed in the table. In conducting its underutilization analysis, the agency used the one factor analysis. The agency determined it was best to use this type of analysis because we are a small agency.

Underutilization Analysis worksheets are attached in the appendix. Numbers less than 10 are indicated with “<10” in accordance with Minnesota Management and Budget’s guidance on data privacy.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

Women:

At the agency, the population of women has decreased in the Official and Administrative category and has improved in the Professional category.

Minorities:

At the agency, the population of minorities has improved in the Technical and Office/Clerical job categories.

Individuals with Disabilities:

At the agency, the population of individuals with disabilities has improved in the Professionals and Technicians categories but has not improved in the Office Clerical category. We believe this in part due to self-reporting.

X. AFFIRMATIVE ACTION PROGRAM OBJECTIVES

1. To provide equal employment opportunities to all persons without regard to race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, membership or activity in a local commission or age.

Action Steps:

- The Affirmative Action Officer will maintain and provide current information pertaining to disparities to department supervisors and managers as they are hiring;
 - For all hires in which a disparity exists, Human Resources/Affirmative Action Officer will thoroughly conduct a pre-hire review prior to the interview process;
 - The Human Resources Office will maintain files with documentation on affirmative and justified hires as well as missed opportunities.
2. The Affirmative Action Officer will make every effort to keep abreast of EEOC guidance, new policies and procedures and trends within the field in order to effectively implement affirmative action at the agency.

Action Steps:

- Regularly visit the EEOC/DOJ/Department of Human Rights etc. websites to research policy change;
- Regularly attend AA/ADA/Distance Learning Sessions at MMB or other resources when applicable;
- Review informational materials (i.e. discriminatory harassment, discrimination, sexual harassment, affirmative action and Americans with Disabilities Act) to ensure currency;
- Contact DOER, Office of Diversity and Equal Opportunity with any questions or concerns pertaining to any of the above topics.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

3. The TRA will educate all managers and supervisors about their affirmative action responsibilities. Human Resources will:

Action Steps:

- Coordinate periodic training sessions for managers and supervisors – at least one every two years;
- Inform all managers and supervisors of external training opportunities pertaining to affirmative action/equal opportunity and Americans with Disabilities Act;
- Ensure that all managers and supervisors have attended CORE training, which includes affirmative action, American with Disabilities Act and discrimination/discriminatory harassment training.

4. The Affirmative Action Officer will keep the agency employees informed, updated and aware of Affirmative Action and Equal Opportunity policies, new training and events.

Action Steps:

- Post Affirmative Action plan in a visible location within the agency;
- Provide information meetings/training sessions to update agency managers, supervisors and employees on current affirmative action policies and procedures;
- Distribute a copy of the Statement of Commitment issued by the Executive Director.

5. Human Resources will assure that all employees will complete Discrimination/Discriminatory Harassment training:

Action Steps:

- Offer periodic discrimination/discriminatory harassment training; at least once every two years.
- Meet with new employees to discuss harassment/discrimination policy and give them the Affirmative Action Plan with the Employee Handbook to read;
- Arrange for outside presenters/experts in the field to present at the agency.

These Affirmative Action Objectives are ongoing. We will continue to add new initiatives in this area.

XI. METHODS OF AUDITING, EVALUATING, AND REPORTING PROGRAM SUCCESS

A. Pre-Employment Review Procedure/Monitoring the Hiring Process

The agency will evaluate its selection process to determine if its requirements unnecessarily screen out a disproportionate number of women, minorities, individuals with disabilities, or veterans. The agency will use the monitoring the hiring process form for every hire to track the number of women, minorities, individuals with disabilities, and veterans in each stage of the selection process. Directors, managers, and supervisors will work closely with Human Resources and the Affirmative Action Officer in reviewing the requirements for the position, posting the position, and interviewing and selection to ensure that equal opportunity and affirmative action

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

is carried out. Managers, and supervisors will be asked to document their hiring decisions and the Human Resources Representative will review for bias.

Any time the agency cannot justify a hire, the agency takes a missed opportunity. Agency leadership will be asked to authorize the missed opportunity. The agency will report the number of affirmative and nonaffirmative hires as well as missed opportunities to Minnesota Management and Budget on a quarterly basis.

All personnel involved in the selection process will be trained and accountable for the agency's commitment to equal opportunity and the affirmative action program and its implementation.

When a vacancy occurs in a category which has underutilized affirmative action goals, the following procedures shall be followed:

| <u>Responsibility</u> | <u>Action</u> |
|-----------------------|---|
| Supervisor | Notifies Human Resources of a desire to fill a vacancy. |
| HR Office | Obtains a list of candidates for the vacancy, if the position is not filled by other contractual obligations, notifies supervisor if there is underutilization for one or more protected group(s). The HR Representative shall advise supervisor of his/her affirmative action responsibility and of the procedure below. |
| Supervisor/Manager | Conducts interviews and notifies the HR Representative, in writing, of the selection process used and the reason(s) why a specific candidate was selected for a position for which a disparity exists. No offer of employment will be made until after the HR Office reviews the rationale for the selection. |
| HR Representative | Reviews the rationale, denies or approves the justification, then notifies the supervisor of the decision. The HR Director may discuss the decision with the Executive Director. |

We are currently working with MMB to add more detail to this section.

*Exception to the above procedure: In cases of promotion, when the union contract specifies seniority as the determining factor, rationale statements are not required.

B. Pre-Review Procedure for Layoff Decisions

The agency's Human Resources Office, shall be responsible for reviewing all pending layoffs to determine their effect on the agency's affirmative action goals and timetables.

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

If it is determined that there is an adverse impact on protected groups, the agency will document the reasons why the layoff is occurring, such as positions targeted for layoff, applicable personnel policies or collective bargaining agreement provisions, or other relevant reasons. The agency will determine if other alternatives are available to minimize the impact on protected groups.

C. Other Methods of Program Evaluation

The agency submits the following compliance reports to Minnesota Management and Budget as part of the efforts to evaluate the agency’s affirmative action program:

- Quarterly Monitoring the Hiring Process Reports;
- Biannual Affirmative Action Plan;
- Annual Americans with Disabilities Act Report;
- Annual Internal Complaint Report; and
- Disposition of Internal Complaint (within 30 days of final disposition).

The agency also evaluates the Affirmative Action Plan in the following ways:

- Monitors progress toward stated goals by job category;
- Analyzes employment activity (hires, promotions, disciplinary actions, and terminations) by job category to determine if there is adverse impact;
- Analyzes compensation program to determine if there are patterns of discrimination;
- Reviews the accessibility of online systems, websites, and ensures that reasonable accommodations can be easily requested; and
- Discusses progress with agency leadership on a periodic basis and makes recommendations for improvement.

XII. RECRUITMENT PLAN

The objective of this recruitment plan is to ensure the agency’s recruitment programs are publicly marketed, attract, and obtain qualified applicants, enhance the image of state employment, and to assist in meeting the affirmative action goals to achieve a diverse workforce.

Below are various recruitment methods or strategies utilized by the agency during the past year and plans for the upcoming plan years.

A. Advertising Sources

During the past year, the Teachers Retirement Association (TRA) has advertised agency positions open for application on a competitive basis on MMB Website. We have also used newspaper advertising, the local colleges, Monster and Dice. In addition we have advertised on MMB's Diversity website.

Temporary positions were filled by word of mouth or by college students. These recruiting processes have resulted in an acceptable number of qualified applicants, but have not eliminated our disparities.

B. Job and Community Fairs

TRA has not been involved in any job fairs. We do not have the staff for them and when we have used them in the past we did not find them to be beneficial for our use.

C. College and University Recruitment Events

TRA has not been involved in any College and University Recruitment Events.

D. Recruitment for Individuals with Disabilities

- 1) Review of job postings for physical and sensory requirements and ensure that qualifications in job postings are inclusive and do not pose any unnecessary barriers.
 - a. Our agency will review all job postings for physical and sensory requirements and determine if the qualifications for the position are job-related and consistent with business necessity. Additionally, our agency will edit language pertaining to physical and sensory requirements and change this language to reflect more inclusive language for job qualifications.
- 2) Self-Identification
 - a. At the time of application and once a year, our agency will communicate to our employees that we collect summary data related to the number of individuals who have applied for positions and who are in our workforce. We will inform employees that we collect this summary data to make determinations about where we need to improve in terms of recruitment, selection, or retention of individuals with disabilities.
- 3) Supported Employment (M.S. 43A.191, Subd. 2(d))
 - a. The agency supports the employment of individuals with disabilities and will review vacant positions to determine if job tasks can be performed by a supported employment workers. We will work with community organizations that provide employment services to individuals with disabilities to recruit for these positions.
- 4) 700-Hour Program
 - a. Where possible, our agency will utilize the 700-hour program which allows our agency to hire an individual with a disability and provide them training. At the end of this period, our agency can hire the individual.
- 5) Accessibility Matters Campaign
 - a. Our agency will distribute marketing material and resources to our staff to remind them to create accessible electronic documents and systems, so that employees

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

with disabilities coming into the workforce can contribute to the workforce and will be able to access similar information and resources as other employees.

- 6) Reasonable Accommodations
 - a. We will prominently display on our career site that we will provide reasonable accommodation to qualified individuals with a disability who apply for our positions where needed. Once hired, we will educate employees, supervisors, and managers on accommodating employees in the workplace.
- 7) Strategic Partnerships
 - a. Our agency will build strategic partnerships with DEED - Vocational Rehabilitation Services ("VRS"), DEED - State Services for the Blind ("SSB"), and other state agency partners to conduct job evaluations and to assist in recruitment or referral of candidates to open positions. Our agency will work to inform VRS or SSB when a position is posted or prior to a posting, if possible, about the positions. Additionally, we will post positions for at least 7 days to ensure equal opportunity to apply for the position.
- 8) Self-Analysis
 - a. Our agency will conduct periodic self-checks to determine if our systems or documents are accessible, language in our job postings is inclusive, and reasonable accommodations have been provided and staff have been trained on how to provide reasonable accommodations.
- 9) Reporting
 - a. Our agency will conduct a quarterly analysis of the number of individuals with disabilities who have applied for positions and the number of individuals with disabilities hired.

E. Relationship Building and Outreach

We will use the same methods as in the past to recruit for vacant positions, e.g. MMB, the Internet, newspaper advertising, colleges, Monster and Dice. In an effort to increase recruitment and hiring where we are underutilized, TRA will submit vacancy announcements to MMB to advertise positions in diversity newspapers.

F. Internships

The use of an Intern Program has been discussed and TRA would like to try to incorporate this in the next two years. We will follow the methods described in the Internship Administrative Procedure e.g. posting opportunities on bulletin boards at colleges and universities; use the internet to contact diversity program coordinators at colleges and universities, to find potential candidates that fit our needs.

G. Supported Employment (M.S. 43A.191, Subd. 2(d))

The agency supports the employment of individuals with disabilities and will review vacant positions to determine if job tasks can be performed by a supported employment workers. We will work with community organizations that provide employment services to individuals with disabilities to recruit for these positions.

XIII. RETENTION PLAN

The agency is committed to not just the recruitment of women, minorities, individuals with disabilities, and veterans, but also to the retention of these protected groups.

A. Individual(s) Responsible for the Agency’s Retention Program/Activities

Kim Van Vleet, Affirmative Action Officer, and Laurie Hacking, Executive Director of TRA, are responsible for the agency’s retention activities.

Responsibilities of the Human Resources Director and the Executive Director:

1. Review each separation to determine impact on protected group members.
2. Maintain reports and findings.
3. Analyze reasons for separation to determine if there are patterns developing that would indicate any form of discrimination, harassment, layoff, or violations of the AA Plan/Policy, etc.
4. Discuss issues with the Managers and Supervisors.
5. Establish programs, which may be of assistance/aid in retaining protected group members (e.g. training, mentoring, or individual development plans, etc.).

B. Separation Analysis by Protected Groups

Our Separation Report for FY 2014 & 2015 shows the following:

Permanent employee separations

Total - 13

Ethnicity

White – 12

Minority - 1

Gender

Female Professional – 1

Male Professional – 10

Female Clerical - 2

Disabled

Yes - 1

Reason for separation

Resignation – 4

Retirement – 8

Lay-off – 1

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

a. Women

Women represent approximately 61% of the total agency workforce. The agency saw a total of 13 separations from FY 2014 and FY 2015. Women were 23% of all separations. Separations remained in line with the proportion of women in the agency.

b. Minorities

Minorities represent 18.28% of the total agency workforce. The agency saw a total of 13 separations from FY 2014 and FY2015. Minorities were 8% of all separations. Separations remained in line with the proportion of minorities in the agency.

c. Individuals with Disabilities

Individuals with disabilities represent 11% of the total agency workforce. The agency saw a total of 13 separations from FY 2014 and FY 2015. Individuals with disabilities were 8% of all separations. Separations remained in line with the proportion of individuals with disabilities in the agency.

C. Methods of Retention of Protected Groups

- Creating and implementing employee resource groups;
- Creating more opportunities for training and professional development around cultural competence, unconscious bias, disability awareness, etc.;
- Ensuring accessibility of electronic systems, physical office spaces, and other aspects of the employment experience.

APPENDIX

A. Complaint of Discrimination/Harassment Form

COMPLAINT OF DISCRIMINATION/HARASSMENT FORM

TRA
Human Resources Office
60 Empire Drive, Suite 235
St. Paul, MN 66103
(651) 201-2689

PLEASE READ BEFORE COMPLETION OF FORM

Any complaint of discrimination/harassment is considered confidential data under Minnesota Statute 13.39, Subd. 1 and 2. This information is being collected for the purpose of determining whether discrimination/harassment has occurred. You are not legally required to provide this information, but without it, an investigation cannot be conducted. This information may only be released to the Affirmative Action Officer, the complainant, the respondent and appropriate personnel.

| Complainant (You) | | |
|--------------------------|-----------------------|---------------------------|
| Name | Job Title | |
| Work Address | City, State, Zip Code | Telephone |
| Agency | Division | Manager/Supervisor's Name |

| Respondent (Individual Who Discriminated Against/Harassed You) | |
|---|-----------|
| Name | Job Title |

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

| Respondent (Individual Who Discriminated Against/Harassed You) | | |
|---|-----------------------|---------------------------|
| Work Address | City, State, Zip Code | Telephone |
| Agency | Division | Manager/Supervisor's Name |

| The Complaint | | |
|---|--|--|
| Basis of Complaint (Place an "X" in the box for all that apply): | | |
| <input type="checkbox"/> Race | <input type="checkbox"/> Disability | <input type="checkbox"/> Sexual Orientation |
| <input type="checkbox"/> Sex (Gender) | <input type="checkbox"/> Marital Status | <input type="checkbox"/> Status with Regard to Public Assistance |
| <input type="checkbox"/> Age | <input type="checkbox"/> Familial Status | <input type="checkbox"/> Membership or Activity in a Local Human Rights Commission |
| <input type="checkbox"/> Color | <input type="checkbox"/> National Origin | <input type="checkbox"/> Religion |
| <input type="checkbox"/> Creed | | |

Date most recent act of discrimination or harassment took place:

If you filed this complaint with another agency, give the name of that agency:

Describe how you believe that you have been discriminated or harassed against (names, dates, places, etc.). Use a separate sheet of paper if needed and attach to this form.

| Information on Witnesses Who Can Support Your Case | | |
|---|---------------------|-----------------------|
| Name | Work Address | Work Telephone |
| 1. | | |

TRA

AFFIRMATIVE ACTION PLAN 2016-2018

| Information on Witnesses Who Can Support Your Case | | |
|---|---------------------|-----------------------|
| Name | Work Address | Work Telephone |
| 2. | | |
| 3. | | |

Additional witnesses may be listed in "Additional Information" or on a separate sheet attached to this form.

This complaint is being filed on my honest believe that the State of Minnesota TRA has discriminated against or harassed me. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief.

| Signatures | |
|---|-------------|
| Complainant Signature | Date |
| Affirmative Action Officer Signature | Date |

B. Employee/Applicant Request for ADA Reasonable Accommodation Form



STATE OF MINNESOTA – TRA

EMPLOYEE/APPLICANT REQUEST FOR ADA REASONABLE ACCOMMODATION FORM

The State of Minnesota is committed to complying with the Americans with Disabilities Act (“ADA”) and the Minnesota Human Rights Act (“MHRA”). To be eligible for an ADA accommodation, you must be 1) qualified to perform the essential functions of your position and 2) have a disability that limits a major life activity or function. The ADA Coordinator will review each request on an individualized case-by-case basis to determine whether or not an accommodation can be made.

| | |
|---------------------------------|----------------------|
| Employee/Applicant Name: | Job Title: |
| Work Location: | Phone Number: |

Data Privacy Statement: This information may be used by your agency human resources representative, ADA Coordinator, your agency legal counsel, or any other individual who is authorized by your agency to receive medical information for purposes of providing reasonable accommodations under the ADA and MHRA. This information is necessary to determine whether you have a disability as defined by the ADA or MHRA, and to determine whether any reasonable accommodation can be made. The provision of this information is strictly voluntary; however, if you refuse to provide it, your agency may refuse to provide a reasonable accommodation.

Questions to clarify accommodation requested.

1. What specific accommodation are you requesting?

2. If you are not sure what accommodation is needed, do you have any suggestions about what options we can explore.
 - a. If yes, please explain.

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AFFIRMATIVE ACTION PLAN 2016-2018

Questions to document the reason for the accommodation request *(please attach additional pages if necessary).*

1. What, if any job function are you having difficulty performing?

State of Minnesota – TRA

Reasonable Accommodation Request Form, Page 2

- 2. What, if any employment benefit are you having difficulty accessing?

- 3. What limitation as result of your physical or mental impairment is interfering with your ability to perform your job or access an employment benefit?

- 4. If you are requesting a specific accommodation, how will that accommodation be effective in allowing you to perform the functions of your job?

Information Pertaining to Medical Documentation

In the context of assessing an accommodation request, medical documentation may be needed to determine if the employee has a disability covered by the ADA and to assist in identifying an effective accommodation.

The ADA Coordinator in each agency is tasked with collecting necessary medical documentation. In the event that medical documentation is needed, the employee will be provided with the appropriate forms to submit to their medical provider. The employee has the responsibility to ensure that the medical provider follows through on requests for medical information.

This authorization does not cover, and the information to be disclosed should not contain, genetic information. “Genetic Information” includes: Information about an individual’s genetic tests; information about genetic tests of an individual’s family members; information about the manifestation of a disease or disorder in an individual’s family members (family medical history); an individual’s request for, or receipt of, genetic services, or the participation in clinical research that includes genetic services by the individual or a family member of the individual; and genetic information of a fetus carried by an individual or by a pregnant woman who is a family member of the individual and the genetic information of any embryo legally held by the individual or family member using an assisted reproductive technology.

| | |
|--------------------------------------|--------------|
| Employee/Applicant Signature: | Date: |
|--------------------------------------|--------------|

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C. Agency Profile and Organizational Chart

D. Underutilization Analysis Worksheets

E. Separation Analysis by Protected Groups Worksheets

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JOB CATEGORY AVAILABILITY/UTILIZATION/UNDERUTILIZATION ANALYSIS & ANNUAL GOALS

Worksheet for comparing incumbency to availability and setting goals to correct underutilization.

| WOMEN | | | | | | | | | |
|--------------------------------|------------------------------|--------------------------------|-------------------------|----------------|---------------------|------------------------------------|-----------------------------|------------------------------|---------------------------------------|
| Job Categories | Total Employees in Job Group | Total Number of Women in Group | % of Women in the Group | Availability % | Availability Number | AAP 2016-2018 Number Underutilized | AAP 2014-2016 Underutilized | Improved, Not Improved, Same | Numerical Difference in the Two Plans |
| Officials/Administrators | 6 | 1 | 16.67% | 42.90% | 3 | 2 | 1 | Not Improved | -1 |
| Professionals | 67 | 39 | 58.21% | 53.70% | 36 | -3 | 2 | Improved | 5 |
| Protective Services: Sworn | | | #DIV/0! | | 0 | 0 | | | |
| Protective Services: Non-sworn | | | #DIV/0! | | 0 | 0 | | | |
| Office/Clerical | 8 | 8 | 100.00% | 61.30% | 5 | -3 | 0 | Improved | 3 |
| Technicians | 3 | 3 | 100.00% | 51.00% | 2 | -1 | 0 | Improved | 1 |
| Skilled Craft | | | #DIV/0! | | 0 | 0 | | | |
| Service Maintenance | | | #DIV/0! | | 0 | 0 | | | |
| Totals | 84 | 51 | 60.71% | | | | | | |

| MINORITIES | | | | | | | | | |
|--------------------------------|------------------------------|-------------------------------------|------------------------------|----------------|---------------------|------------------------------------|-----------------------------|------------------------------|---------------------------------------|
| Job Categories | Total Employees in Job Group | Total Number of Minorities in Group | % of Minorities in the Group | Availability % | Availability Number | AAP 2016-2018 Number Underutilized | AAP 2014-2016 Underutilized | Improved, Not Improved, Same | Numerical Difference in the Two Plans |
| Officials/Administrators | 6 | 0 | 0.00% | 9.50% | 1 | 1 | 0 | Not Improved | -1 |
| Professionals | 67 | 8 | 11.94% | 12.50% | 8 | 0 | 0 | Same | 0 |
| Protective Services: Sworn | | | #DIV/0! | | 0 | 0 | | | |
| Protective Services: Non-sworn | | | #DIV/0! | | 0 | 0 | | | |
| Office/Clerical | 8 | 2 | 25.00% | 13.40% | 1 | -1 | 0 | Improved | 1 |
| Technicians | 3 | 1 | 33.33% | 14.00% | 0 | -1 | 0 | Improved | 1 |
| Skilled Craft | | | #DIV/0! | | 0 | 0 | | | |
| Service Maintenance | | | #DIV/0! | | 0 | 0 | | | |
| Totals | 84 | 11 | 13.10% | | | | | | |

| INDIVIDUALS WITH DISABILITIES | | | | | | | | | |
|--------------------------------|------------------------------|--|--|----------------|---------------------|------------------------------------|-----------------------------|------------------------------|---------------------------------------|
| Job Categories | Total Employees in Job Group | Total Number of Indiv./ with Disabilities in Group | % of Indiv. w/ Disabilities in the Group | Availability % | Availability Number | AAP 2016-2018 Number Underutilized | AAP 2014-2016 Underutilized | Improved, Not Improved, Same | Numerical Difference in the Two Plans |
| Officials/Administrators | 6 | 0 | 0.00% | 7.00% | 0 | 0 | 0 | Same | 0 |
| Professionals | 67 | 2 | 2.99% | 7.00% | 5 | 3 | 4 | Improved | 1 |
| Technicians | 3 | 0 | 0.00% | 7.00% | 0 | 0 | 1 | Improved | 1 |
| Protective Services: Sworn | | | #DIV/0! | 7.00% | 0 | 0 | | | |
| Protective Services: Non-sworn | | | #DIV/0! | 7.00% | 0 | 0 | | | |
| Office/Clerical | 8 | 0 | 0.00% | 7.00% | 1 | 1 | 0 | Not Improved | -1 |
| Skilled Craft | | | #DIV/0! | 7.00% | 0 | 0 | | | |
| Service Maintenance | | | #DIV/0! | 7.00% | 0 | 0 | | | |
| Totals | 84 | 2 | 2.38% | | | | | | |

Source: American Fact Finder, operated by the U.S. Census Bureau. Labor Statistics for women and minorities compiled from the American Community Survey (2006-2010)., released in March of 2013. Statistics for individuals with disabilities are taken from OFCCP (Office of Federal Contract Compliance Programs) and are based upon data derived from the American Community Surveys (2006-2010).