



State of Minnesota

Department of Agriculture

July 1, 2020 – June 30, 2022 Affirmative Action Plan

Department of Agriculture

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MN Relay 711

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Statement of Commitment

Minnesota Administrative Rules, part 3905.0400, subpart 1, item C

This statement reaffirms the Minnesota Department of Agriculture (hereafter “the agency”) 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, or subject to harassment, on the basis of race, sex (including pregnancy), color, creed, religion, age, national origin, sexual orientation, gender expression, gender identity, disability, marital status, familial status, status with regard to public assistance, or membership or activity in a local human rights commission.
- The prohibition of discrimination on the basis of sex precludes sexual harassment, gender-based harassment, and harassment based on pregnancy.
- 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 females, racial/ethnic minorities, 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.

DocuSigned by:

 Commissioner or Agency Head: _____ Date Signed: 1/8/2021
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Executive Summary

Minnesota Administrative Rules, part 3905.0400, subpart 1, item A

This Affirmative Action Plan meets the requirements as set forth in statute, in Administrative Rule, and by Minnesota Management and Budget (MMB). The plan outlines:

- Affirmative action goals
- Timetables
- Reasonable and assertive hiring and retention methods for achieving these goals

This Affirmative Action review revealed underutilization of the following protected group(s) in the following job categories:

Table 1 Workforce Underutilization Analysis of Protected Groups

(x indicates the job categories and protected groups that have underutilization.)

Job Categories	Female	Racial/Ethnic Minorities	Individuals with Disabilities
Officials & Administrators			
Professionals		x	
Technicians	x		x
Paraprofessionals		x	
Office/Clericals			
Service Maintenance	x		x

Once complete, information about how to obtain or access a copy of this Plan is provided to every employee of the agency. Our intention is to make every employee aware of The Minnesota Department of Agriculture's commitments to affirmative action and equal employment opportunity. The completed Plan is also posted on the agency's website and maintained in the Human Resources/Affirmative Action Office.

DocuSigned by:
Affirmative Action Officer or Designee: Jillian Kloster **Date Signed:** 1/8/2021
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DocuSigned by:
Human Resources Director or Designee: Mandy Papenguth **Date Signed:** 1/8/2021
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Commissioner or Agency Head: Commissioner Thom Petersen **Date Signed:** 1/8/2021
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Organizational Profile

The mission of the Minnesota Department of Agriculture is to enhance Minnesotan's quality of life by ensuring the integrity of our food supply, the health of our environment, and the strength of our agricultural economy.

The Minnesota Department of Agriculture (MDA) has served our state for more than 125 years. The work we do touches every Minnesota citizen every day. Our general areas of responsibility include protecting our food supply; protecting our natural resources; and cultivating our agricultural economy.

The Commissioner's Office is responsible for the administration and policy direction of the agency. The Commissioner serves as a spokesperson for agriculture throughout the state and within the state's executive branch. Every two years, the Commissioner and staff prepare the agency's budget and present it to the state Legislature. Commissioner's Office staff members coordinate the legislative, communications, legal, and policy activities for the department.

The Dairy and Meat Inspection Division and the Food and Feed Safety Division enforce state laws and regulations related to the production, processing and sale of milk and other dairy products, processed foods, meats, beverages, eggs, poultry and poultry products, and animal feed. The Food and Feed Safety Division is responsible for inspecting grocery stores, convenience stores, food processing facilities, feed mills, and pet food manufacturers to verify quality, condition, labeling, and sanitation of premises, equipment, and vehicles used in the sale, storage or distribution of foods and beverages. The Dairy and Meat Inspection Division inspects dairy farms, milk, cheese, and ice cream manufacturers as well as meat processing plants to ensure that meat, dairy, and poultry products are safe and wholesome. Both divisions work with federal, state, and local health officials to investigate food contamination complaints and food-borne illness outbreaks.

The Pesticide and Fertilizer Management Division regulates the sale and use of pesticides and fertilizers in Minnesota. Activities include permitting and inspection of ag chemical facilities, licensing of applicators, oversight of agricultural chemical site remediation, voluntary cleanups, and waste pesticide collection. Additionally, division personnel respond to emergencies, conduct pesticide misuse investigations, monitor surface water and ground water for agricultural chemicals, and develop and promote best management practices.

The Plant Protection Division works to protect Minnesota's agricultural crops and native plant species. The division surveys for agricultural and forest pests and diseases, and has overall responsibility for reducing or eliminating exotic and invasive plant pests. The division certifies, inspects, and regulates the nursery and apiary industries to protect against invasive or exotic pests, and provides certification services so nursery stock and bee colonies/equipment meet export requirements. The division also inspects and certifies the seed industry and the seed potato industry. Additionally, the division manages the University of Minnesota/Minnesota Department of Agriculture bio-control and plant pathology containment research facility.

The Agricultural Marketing and Development Division focuses on strengthening Minnesota's agricultural economy and ensuring the health of our environment by assisting farmers, ranchers, and agribusinesses in adopting practices and technologies to address current challenges and global issues. Division activities include the development, marketing, and promotion of local foods, organics, livestock, and renewable fuels as well as the development of domestic and international market opportunities for agricultural products. The division fosters research with stakeholders on the use and protection of agricultural land and related natural resources and identifies and demonstrates sustainable agriculture practices and systems.

The MDA Human Resources Division provides services in the areas of recruitment, selection, personnel transaction processing, job classification, compensation administration, benefits information and processing, labor relations, diversity and inclusion, health/safety promotion, and facilities management.

The Finance and Budget Division provides fiscal services and controls financial transactions of the department. Core functions include preparing financial portions of department budgets, establishing contract encumbrances, paying obligations, processing receipts, tracking asset inventory, overseeing mobile device management, maintaining core license data, processing employee payroll, auditing employee business expenses, and managing mailroom and fleet services. The Rural Finance Authority (RFA) and Agricultural Best Management Practices (AgBMP) sections within FBD offers low-interest loan programs for a wide variety of activities. The RFA partners with local lenders to provide affordable credit to eligible farmers. The AgBMP Loan Program is a water quality program that provides low interest loans to Minnesota farmers, rural landowners and agriculture supply businesses. The purpose is to encourage agricultural Best Management Practices that prevent or reduce runoff from feedlots, farm fields and other pollution problems identified by the county in local water plans, including private and cluster septic system installations, upgrades or repairs within Minnesota.

Individuals Responsible for Directing/Implementing the Affirmative Action Plan

Minnesota Administrative Rules, part 3905.0400, subpart 1, item B

A. Commissioner

Responsibilities

The Commissioner is responsible for establishing an Affirmative Action Program, including goals, timetables, and compliance with all federal and state laws and regulations. Quarterly, the Commissioner reports the agency's progress in meeting its affirmative action goals and objectives to the Commissioner of MMB. The MMB Commissioner is responsible for reporting all agencies progress to the Governor and the Legislature.

Duties

The duties of the Commissioner include, but are not limited to:

- 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 discriminatory harassment.
- Issue a statement affirming the department's commitment to affirmative action and equal employment opportunity and ensure the statement is shared with all employees.
- Make decisions and changes in policies, procedures or physical accommodations as needed to implement effective affirmative action in the agency.
- Actively promote equal employment opportunity and incorporate diversity and inclusion principles in annual business plans, strategic plan, and agency's mission.
- Notify all contractors and sub-contractors with the department of their affirmative action responsibilities.
- Enforce equal employment opportunity in affirmative and non-affirmative hiring decisions reviewed in the hiring process.
- Require that all agency directors, managers, and supervisors include responsibility statements for the supporting affirmative action, equal opportunity, diversity, and/or cultural responsiveness in their position descriptions and annual objectives.
- Comply with the state-wide and agency anti-discrimination and anti-harassment policies.

Accountability

The Commissioner is accountable directly to the Governor and indirectly to the Commissioner of MMB for affirmative action matters.

Name of individual(s) responsible

Name: Thom Petersen

Email: thom.petersen@state.mn.us

Title: Commissioner

Phone: 651-201-6219

B. Affirmative Action Officer

Responsibilities

The Affirmative Action Officer is directly responsible for developing, coordinating, implementing, and monitoring the agency's affirmative action program.

Duties

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

- Develop and administer the agency's Affirmative Action Plan.
- Develop and set agency-wide affirmative action hiring goals.
- Monitor agency compliance and fulfill all affirmative action reporting requirements.
- Disseminate the affirmative action policy to employees in the agency.
- Inform the Commissioner on progress on affirmative action and equal opportunity goals and report potential concerns.
- Act as the affirmative action liaison between the agency, MMB, and the Governor's Office.
- Determine the need for affirmative action training. Develop training goals and content with internal and external resources.
- Review and recommend changes in policies, procedures, programs, and physical accommodations to implement affirmative action and equal opportunity.
- Develop innovative programs to attract and retain individuals from protected groups in the agency.
- Support and participate in the recruitment of individuals from protected groups for employment, promotion, and training opportunities.
- Manage the agency's pre-hire review process.
- Review requests for non-affirmative non-justified hires in the Monitoring the Hiring process and refer unresolved issues to the Commissioner for final decision.
- Ensure supervisors and managers are making affirmative efforts to recruit and retain candidates and employees from protected groups.

- Oversee the administration of the Agency Diversity Recruitment program.
- Comply with the state-wide and agency anti-discrimination and anti-harassment policies.

Accountability

The Affirmative Action Officer is accountable to the Commissioner for program impacts and for ongoing program activities and direction. The Affirmative Action Officer oversees the administrator of ADA Title II, administrator of Diversity and Inclusion, and other equal opportunity related administrators. In addition, AAO ensures that aggregated data and trends of complaints of illegal discrimination in hiring are provided and shared with the Human Resources Director on a quarterly basis.

Name of individual(s) responsible

Name: Sherry Thomas

Email: sherry.thomas@state.mn.us

Title: HR Director 1

Phone: 651/201-6513

C. Affirmative Action Officer Designee(s)

Responsibilities

Designees are responsible for the implementation of the department's Affirmative Action Plan at their facility/work location. Each designee is directly accountable to the agency's Affirmative Action Officer for matters relating to affirmative action.

Duties

The duties of Affirmative Action Designees include, but are not limited to:

- Fulfill all affirmative action reporting requirements by submitting standard reports.
- Ensure dissemination of all relevant affirmative action information to appropriate staff.
- Serve as ex-officio member of the Employee Resource Group (ERG) diversity committee at their work and/or participate in the agency's diversity and equity committee.
- Determine the need for diversity training and recommend training at their respective work location.
- Review policies, procedures, and practices to recommend changes to the Affirmative Action Officer.
- Partner with the agency's recruitment team at their work locations.

- Comply with the statewide and agency anti-discrimination and anti-harassment policies.

Accountability

The Affirmative Action Designee is accountable indirectly to the Affirmative Action Officer on matters pertaining to Affirmative Action and Equal Opportunity.

Name of individual(s) responsible

Name: Jillian Kloster

Email: jillian.m.kloster@state.mn.us

Title: HR Specialist 2

Phone: 651-201-6407

D. Human Resources Director or Designee(s)

Responsibilities

The Human Resources Director or Designee is responsible for ensuring equitable and uniform administration of all personnel policies, in conjunction with the agency ADA Coordinator, to ensure timely responses to all Americans with Disabilities Act (ADA) requests for reasonable accommodations to remove barriers to equal employment opportunity with the agency. The HR Director or Designee is responsible for assisting managers and supervisors in human resources management activities.

Staff within Human Resources who work on affirmative action and diversity issues are accountable to the HR Director or Designee.

Duties

The duties of HR Directors include, but are not limited to:

- Maintain effective working relationships with agency affirmative action officers and designees.
- Provide leadership to HR staff and others to ensure personnel decision-making processes adhere to equal opportunity and affirmative action principles.
- Provide guidance in the development and use of selection criteria to ensure they are objective, uniform, and job related.
- Assist in recruitment and retention of protected groups and notify managers and supervisors of existing disparities.
- Ensure an Affirmative Action Pre-hire Review process is implemented and followed by hiring managers and supervisors in collaboration with the Affirmative Action Officer.
- Initiate and report on progress made with program objectives contained in the Affirmative Action Plan.

- Ensure that the reasonable accommodation process is implemented and followed for all employees and applicants in need of reasonable accommodation.
- Assist supervisors, managers, and the Affirmative Action Officer in recruitment of protected group members through career and job fairs and other efforts, as well as in selection and retention of protected group members.
- Assist supervisors, managers, affirmative action officers, and human resources staff in the creation of supported worker positions. These positions help reduce agency costs by diverting supportive employment duties from higher skilled workers to supported worker positions. This can improve employee morale and retention of individuals with disabilities in integrated employment.
- Request assistance from MMB to support diversity recruitment efforts, as well as the retention of protected group members in hard-to-fill or executive level positions.
- Include responsibility statements for affirmative action/equal employment opportunity in position descriptions and annual performance objectives.
- Comply with the state-wide and agency anti-discrimination and anti-harassment policies.

Accountability

HR staff are accountable to the HR Directors or Designees.

Name of individual(s) responsible

Name: Mandy Papenguth

Email: mandy.papenguth@state.mn.us

Title: HR Director 3

Phone: 651/201-6361

E. Americans with Disabilities Act Title I Coordinator

Responsibilities

The Americans with Disabilities Act (ADA) Title I Coordinator is responsible for ensuring the agency's compliance with the ADA Title I – Employment, in accordance with the ADA - as amended, and the Minnesota Human Rights Act.

Duties:

The duties of the ADA Title I Coordinator include, but are not limited to:

- Oversee the administration of the Americans with Disabilities Act Title I.
- Receive requests for ADA accommodations and work with appropriate supervisors, unions, etc. to approve or deny the request, or provide alternative accommodations.
- Maintain records of requests for reasonable accommodations.
- Provide guidance, coordination, and direction to agency management on the ADA. The agency develops and implements policies, procedures, and practices to ensure agency employment practices and programs are accessible and nondiscriminatory.
- Provide training, technical guidance, and consultation to agency management and staff on compliance and best practices for hiring and retaining individuals with disabilities, as well as the provision of reasonable accommodations to employees and job applicants.
- Track and facilitate requests for reasonable accommodations for job applicants and employees, as well as members of the public accessing agency services, and report reasonable accommodations annually to MMB.
- Research case law rules and regulation and update HR Directors on evolving ADA issues. Meet bi-annually with ADA Coordinators and provide updates on ADA.
- Ensure compliance with ADA reporting according to state and federal requirements.
- Assist the Affirmative Action Officer in designing and delivering specific ADA training for targeted groups.
- Submit reasonable accommodation reimbursement under the guidelines of the state-wide accommodation fund.
- Provide reasonable accommodations to qualified individuals (as defined by ADA) with known physical or mental disabilities, to enable them to compete in the selection process, perform essential functions of the job, and/or enjoy equal benefits and privileges. The ADA Coordinator and the Regional Human Resources Director (RHRD) who also serves as the Regional ADA Coordinator, in consultation with the employee and supervisor, and other individuals involved must:
 - Discuss the purpose and essential functions of the job and complete a step-by-step job analysis;
 - Determine the precise job-related limitations;
 - Identify potential accommodations and assess the effectiveness each would have in allowing the employee to perform essential functions of the job; and
 - After discussion and review, select and implement the accommodations that are appropriate for both the employee and the employer using the Reasonable Accommodation Agreement.
- Comply with the state-wide and agency anti-discrimination and anti-harassment policies.

Accountability:

The ADA Title I Coordinator is accountable to the HR Director.

Name of individual(s) responsible

Name: Anthony Becker

Email: anthony.becker@state.mn.us

Title: Safety Administrator

Phone: 651/201-6640

F. Americans with Disabilities Act Title II Coordinator**Responsibilities**

The Americans with Disabilities Act (ADA) Title II Coordinator is responsible ensuring the agency's compliance with the ADA Title II – Public Services, in accordance with the ADA as amended, and the Minnesota Human Rights Act.

Duties:

The duties of the ADA Title II Coordinator include, but are not limited to:

- Oversee the administration of the Americans with Disabilities Act Title II.
- Provide guidance, coordination, and direction to agency management on the ADA. The agency develops and implements policies, procedures, and practices to ensure agency employment practices and programs are accessible and nondiscriminatory.
- Provide training, technical guidance, and consultation to the agency's management and staff on compliance and best practices with regards and obligations to members of the public with disabilities, as well as the provision of reasonable modifications for visitors.
- Track and facilitate requests for reasonable modifications for members of the public accessing agency services. Report reasonable modifications annually to MMB.
- Research case law rules and regulation and update Executive team on evolving ADA issues. Meet bi-annually with state ADA Coordinators and learn updates and share practices on ADA.
- Ensure compliance with ADA reporting according to state and federal requirements.
- Assist the Affirmative Action Officer in designing and delivering training for Agency employees assisting ADA modifications for the public.
- Provide reasonable modifications to members of the public (as defined by ADA) with known physical or mental disabilities, to ensure equal access and privileges to programming and services. The ADA Title II Coordinator will consult with the member of the public in need of a modification and:

- Discuss the purpose and essential functions of the reasonable modification.
- Identify the potential modifications and assess the effectiveness each request.
- After discussion and review, select and implement the modifications that are appropriate for both the member of the public and the agency.
- Document this review and reported in the State ADA Annual Report.
- Comply with the state-wide and agency anti-discrimination and anti-harassment policies.

Accountability:

The ADA Title II Coordinator is accountable to the HR Director.

Name of individual(s) responsible

Name: Anthony Becker

Email: anthony.becker@state.mn.us

Title: Safety Administrator

Phone: 651/201-6640

G. (Diversity) Recruitment Coordinator

Responsibilities

The Diversity Recruitment Coordinator is responsible for assisting in the creation and coordination of the Diversity Recruitment Plan outlined in this document.

Duties

The duties of the Diversity Recruitment Coordinator include, but are not limited to:

- Identify high-need recruitment job areas within the agency.
- Communicate the strategic recruitment plan to HR, the executive team, management, and staff.
- Assist the Affirmative Action Officer in conducting periodic audits of recruitment activity to measure the effectiveness of efforts and activities toward attaining strategic diversity goals and objectives.
- Maintain relationships with agency executive teams, HR, and management to make decisions about the diversity recruitment needs of the department.
- Maintain relationships with community stakeholders, colleges and universities, and workforce centers to continue effective diversity recruitment strategies.
- Maintain active participation in the state-wide recruiters' group.
- Comply with state-wide and agency anti-discrimination and anti-harassment policies.

Accountability

The Diversity Recruitment Coordinator is accountable to Assistant Commissioner Patrice Bailey.

Name of individual(s) responsible

Name: Jillian Kloster

Email: jillian.m.kloster@state.mn.us

Title: HR Specialist 2 (Recruiter)

Phone: 651/201-6407

Name: Sabrenia Young

Email: sabrenia.young@state.mn.us

Title: Diversity & Inclusion Coordinator

Phone: 651/201-6657

H. Senior Managers and Facility Executive Team Leaders

Responsibilities

Agency senior managers and executive team leaders are responsible for implementing all aspects of the agency Affirmative Action Plan and the agency's commitment to affirmative action and equal opportunity.

Duties

The duties of senior managers and facility executive team leaders include, but are not limited to:

- Identify problem areas and eliminate barriers that prevent equal employment opportunity within the agency.
- Communicate the equal opportunity employment policy and the affirmative action program and plan to all employees.
- Assist the Affirmative Action Officer in periodic audits of hiring and promotion patterns to remove obstacles to attaining affirmative action goals and objectives.
- Hold regular discussions with supervisors and employees to ensure the agency's equal employment opportunity policies are being followed.
- Inform and evaluate managers and supervisors on their equal employment opportunity efforts and results, in addition to other job performance criteria.
- Comply with the statewide and agency anti-discrimination and anti-harassment policies.

Accountability

Senior managers and executive team leaders are accountable directly to the appropriate Assistant Commissioner, the Deputy Commissioner or the Commissioner.

Name of individual(s) responsible

Name: Andrea Vaubel	Email: andrea.vaubel@state.mn.us
Title: Deputy Commissioner	Phone: 651/201-6180
Name: Whitney Place	Email: whitney.place@state.mn.us
Title: Assistant Commissioner	Phone: 651/201-6480
Name: Patrice Bailey	Email: patrice.bailey@state.mn.us
Title: Assistant Commissioner	Phone: 651/201-6395

I. All Employees

Responsibilities

All employees are responsible for conducting themselves in accordance with the State of Minnesota's policy of equal employment opportunity. This includes refraining from any actions that would subject any employee to negative treatment on the basis of race, creed, color, sex (including pregnancy), national origin, age, marital status, familial status, disability, sexual orientation, gender expression, gender identity, reliance on public assistance, membership or activity in a local human rights commission, religion, political opinions, or affiliations. Employees who believe they have been subjected to such discrimination or harassment are encouraged to use the agency's complaint procedure.

Duties:

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

- Exhibit an attitude of respect, courtesy, and cooperation toward colleagues and the public.
- Refrain from any actions that would adversely affect a colleague on the basis of their race, creed, color, sex (including pregnancy), national origin, age, marital status, familial status, disability, sexual orientation, gender expression, gender identity, reliance on public assistance, membership or activity in a local human rights commission, religion, political opinions, or affiliations.
- Comply with the state-wide and agency anti-discrimination and anti-harassment policies.

Accountability:

Employees are accountable to their designated supervisor and indirectly to the agency's Commissioner. All employees are responsible for conducting themselves in accordance with the Affirmative Action Plan.

Communication of the Affirmative Action Plan

Minnesota Administrative Rules, part 3905.0400, subpart 1, item D and Minnesota Administrative Rules, part 3905.0400, subpart 1, item E

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

Internal Methods of Communication

- **Internal memorandum.** Agency leadership or the Affirmative Action Officer will send an internal memo to agency employees each year. This message identifies the location of the Affirmative Action Plan and the employee's responsibility to read and understand it. It also indicates the employees' responsibility to support and implement equal opportunity and affirmative action.
- **Intranet.** The agency's Affirmative Action Plan is available to all employees on the agency's internal website at <https://mn365.sharepoint.com/sites/MDA/hr/diversity/SitePages/Home.aspx> and in print to anyone who requests it. As requested, the agency will make the plan available in alternative formats.
- **Printed copy.** A physical copy of the Agency's Affirmative Action Plan is available to employees at the following address: 625 Robert St N, St. Paul, MN 55155-2538
- **Signage.** Nondiscrimination and equal opportunity statements and posters are prominently displayed in areas frequently used by employees.

External Methods of Communication

- **Public website.** The agency's Affirmative Action Plan is available on the agency's public website at <https://www.mda.state.mn.us/about/human-resources-division>. Printed copies are available to anyone who requests it. As requested, the agency will make the plan available in alternative formats.
- **Equal opportunity employer language.** The agency's website homepage, letterhead, publications, and all job postings, includes the statement "The MDA is an equal opportunity employer and provider." The agency will also ensure a representative ratio of diversity is on all marketing materials.
- **Signage.** Nondiscrimination and equal opportunity statements and posters are prominently displayed in common public areas. 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.
- A physical copy of the Agency's Affirmative Action Plan is available to contractors, vendors, and members of the public at the following address: 625 Robert St N, St. Paul, MN 55155-2538

Job Category Analysis

Minnesota Administrative Rules 3905.0600 Subp 3.A and Minnesota Administrative Rules 3905.0600 Subp 3.B

The agency conducted a Job Category Analysis to determine the percent of protected group employees in each job category. The job category analysis lists job class titles in each Equal Employment Opportunity (EEO) job category at the agency. A job classification is a group of one or more positions with similar duties and responsibilities. These classifications help clarify positions within the class so the same schedules of pay can be applied with equity to all positions in the class that fall under the same, or substantially the same, employment conditions.

Determining Availability

MS 43A.19(b), MS 43A.19(c), Minnesota Administrative Rules 3905.0600 Subp 1, Minnesota Administrative Rules 3905.0600 Subp 2, Minnesota Administrative Rules 3905.0600 Subp 3C, and Minnesota Administrative Rules 3905.0600 Subp 3D

For purposes of this Affirmative Action Plan, “availability” means an estimated percentage of qualified females, racial/ethnic minorities, or individuals with disabilities in the relevant labor market who are available for positions in each job category at a state agency.

The agency used the United States Census Bureau’s 2014-2018 American Community Survey, which is the most current statistical information available at the time of developing this Affirmative Action Plan.

The agency used the American Community Survey statistical data, Minnesota Survey, for external availability and feeder job statistics of employees for internal availability. For affirmative action purposes, “feeder job” means staffed positions within the agency that can be promoted and/or transferred into/within EEO job categories (refer to Appendix D. Feeder Jobs for details).

These external and internal factors are weighted according to the agency’s past hiring patterns and/or future recruitment focus to obtain the final availability (Refer to Appendix D. Feeder Jobs and Appendix E. Determining Availability for details).

Utilization/Availability Analysis, Establishment of Goals, and Timetables

Minnesota Administrative Rules 3905.0400 Subp 1 Item G, Minnesota Administrative Rules 3905.0600 Subp 3, Minnesota Administrative Rules 3905.0600 Subp 4, Minnesota Administrative Rules 3905.0600 Subp 5, and Minnesota Administrative Rules 3905.0600 Subp 6.

Utilization is an analysis of affirmative action and equal opportunity employment data used to assess the available workforce for a given state. As explained in the previous section, “availability” means an estimated percentage of qualified females, racial/ethnic minorities, or individuals with disabilities in the relevant labor market who are available for positions in each job category at a state agency.

Through the utilization and availability analysis, the agency has determined which job categories are underutilized for females, racial/ethnic minorities, and individuals with disabilities in the agency and has set hiring goals for the next two years. Hiring goals are objective and used for making good faith efforts for all aspects of the affirmative action program. Effective hiring goals are strategic, actionable, and measurable efforts the agency is committed to pursuing and implementing in 2020-2022.

The goals are not quotas, nor do they require protected group status-based hiring preferences. They are aspirational goals so that the agency makes good faith efforts to remove barriers to equal employment opportunity.

The agency used the whole person rule to establish a hiring goal. This means when the actual representation percentage of females, racial/ethnic minorities, or individuals with disabilities is less than reasonably would be expected given the workforce participation in the labor market area, and that difference is at least one whole person (more than 1), then a goal is established for that job category.

When a hiring goal for a job category is established, a percentage goal equal to the final availability percentage is calculated for females, racial/ethnic minorities, and individuals with disabilities in that job category.

In **Table 2. Hiring Goals by Job Category and Protected Group**, if a protected group in a job category shows “Monitor,” the agency will proactively make good faith efforts to recruit external qualified protected groups. The agency will also train and retain employees in the job category to help prevent underutilization due to an employee move or attrition.

Refer to Appendix F. Utilization-Goals for details for underutilization and hiring goals.

Table 2. Hiring Goals by Job Category and Protected Group is a summary of hiring goals by job category and protected group. The actions the agency will take to address these hiring goals will be described in [Corrective Actions and Action-Oriented Programs](#) section.

Table 2. Hiring Goals by Job Category and Protected Group

Job Categories	Females Establish Goals?	Females If Yes, Goals for FY 2020- 2022	Racial/ Ethnic Minorities Establish Goals?	Racial/ Ethnic Minorities If Yes, Goals for FY 2020- 2022	Individuals with Disabilities Establish Goals?	Individuals with Disabilities If Yes, Goals for FY 2020- 2022
Officials/Administrators			<i>Monitor</i>		<i>Monitor</i>	
Professionals			<i>Yes</i>	<i>12.66%</i>	<i>Monitor</i>	
Technicians	<i>Yes</i>	<i>50.13%</i>			<i>Yes</i>	<i>7.52%</i>
Para-Professionals	<i>Monitor</i>		<i>Yes</i>	<i>31.92%</i>	<i>Monitor</i>	
Office/Clerical						
Service Maintenance	<i>Yes</i>	<i>48.25%</i>	<i>Monitor</i>		<i>Yes</i>	<i>8.84%</i>

Progress and Personnel Activity Reports

MS 43A.19 Subd. 1(a)(3) for separations, and Minnesota Administrative Rules 3905.0400 Subp. 1 Item I

The progress report examines hiring goals established in the prior Affirmative Action Plan. As a part of the agency's monitoring practices, the agency evaluated if it met the hiring goal(s) established in the prior Affirmative Action Plan (refer to **Appendix A. Progress Report**).

Separation results were evaluated to identify potential action area(s) to establish retention strategies for the 2020-2022 plan year (refer to **Appendix B. Separation Analysis**).

Identification of Areas for Further Monitoring

Minnesota Administrative Rules 3905.0400 Subp. 1 Item H and I

Monitoring personnel activity helps agencies monitor progress in meeting hiring goals. Data from the previous plan period can help indicate when changes to program efforts are appropriate.

Workforce Snapshot

In **Appendix F. the Utilization Goals worksheet** indicates if a job category by protected group is underutilized.

Area(s) in the agency's workforce that require further monitoring appear in the "Establish Goals?" column as:

- "Yes": there is underutilization.
- "Monitor": the agency needs to monitor the job it may be underutilized where employee movement occurs.

[Corrective Actions and Action-Oriented Programs](#) will be followed to address the identified placement goal(s).

Personnel Activities

Progress Reports

Appendix A. Progress Report includes only job categories that have hiring goal(s) established in the prior Affirmative Action Plan and it evaluates if the agency attained the hiring goal(s).

Where the indication of the "Goal Met?" column is:

- "Yes": the agency met the goal established in the prior Affirmative Action Plan.
- "No": the agency did not attain the goal established in the prior Affirmative Action Plan.
- "No Hire/Prom": there were no opportunities in the prior Affirmative Action Plan period.

[Corrective Actions and Action-Oriented Programs](#) will be followed to address the identified area(s) to monitor/focus.

Separations

Appendix B. Separation Analysis shows the results by separation type and the protected group during the prior Affirmative Action Plan period. The separation percentages were derived within the separation type by protected group to identify impact on protected group members. There are two examinations in this worksheet:

1. The total percentage indicates the percentage by separation type. For example, there were 15 separations in total. Of those separations, 10 employees separated due to dismissal or non-certification. The dismissal or non-certification percentage is 66.67% (10 divided by 15).

2. The “percentage type¹” in **Appendix B. Separation Analysis** indicates percentages by protected group within a separation type. For example, there were 10 separations by dismissal or non-certification in total. Of those separations, eight were female employees. The female dismissal or non-certification separation is 80.00% (8 divided by 10).

[Corrective Actions and Action-Oriented Programs](#) will be followed to address the identified area(s) to monitor/focus.

Corrective Actions and Action-Oriented Programs

Minnesota Administrative Rules 3905.0400 Subp 1 Item H

Corrective Actions

This section identifies ways the agency will eliminate barriers, provide corrective actions, and make good faith efforts toward the affirmative action goals for underutilized protected groups (broken down by specific job categories).

The agency developed the below action-oriented programs specific to the job category/protected group(s) identified in the “Identification of Areas for Further Monitoring” section supported by the “Utilization /Availability Analysis, Establishment of Statement of Goals, and Timetable” and “Progress Reports and Personnel Analyses sections.”

Table 3. Areas of Further Monitoring and Corrective Actions

Areas for Further Monitoring	Corrective Actions
<i>Officials/Managers</i> <ul style="list-style-type: none"> The agency needs to “monitor” racial/ethnic minorities and individuals with disabilities because underutilization may occur by some employee movement. 	<p>Even though there is no underutilization for racial/ethnic minorities and individuals with disabilities, it is an area where there will be potential underutilizations if protected group members separate by personnel activities. Underutilization may happen by hiring/promoting more non-protected group members as well.</p> <ul style="list-style-type: none"> Continue to review agency exit survey data on a quarterly basis and conduct an analysis. Develop a plan to address any significant issues. MDA will monitor this category by reviewing and calculating AA data quarterly.

Areas for Further Monitoring	Corrective Actions
<p><i>Professionals</i></p> <ul style="list-style-type: none"> • Racial/Ethnic Minorities are underutilized. • The agency needs to “monitor” Individuals with Disabilities because underutilization may occur by some employee movement. 	<p>Professional employees are our largest job category and separations will likely occur, especially as employees move into retirement and resignations.</p> <ul style="list-style-type: none"> • Continue to review agency exit survey data on a quarterly basis and conduct an analysis. Develop a plan to address any significant issues. • Strive to improve the recruitment of racial/ethnic minorities. This may include sending job announcements to placement offices with diverse student populations or to organizations that serve racial/ethnic minorities. • The MDA will monitor the Individuals with Disabilities category by conducting quarterly review and analysis of AA data.
<p><i>Para-Professionals</i></p> <ul style="list-style-type: none"> • The agency needs to “monitor” Females and Individuals with Disabilities because underutilization may occur by some employee movement. • Racial/Ethnic Minorities are underutilized. 	<p>There is a lot of turnover in this job category as most of the positions are temporary student worker positions. These positions are of limited duration and there are specific educational requirements that must be met to qualify.</p> <ul style="list-style-type: none"> • We will review the demographics of various colleges to determine areas of recruitment that have the most diverse student populations. • The MDA will monitor the Females and Individuals with Disabilities category by conducting quarterly review and analysis of AA data.

Areas for Further Monitoring	Corrective Actions
<p><i>Technicians</i></p> <ul style="list-style-type: none"> • Females and Individuals with Disabilities are underutilized. 	<p>The largest number of Technicians at the MDA are Plant Industry Inspector 1's. About half of these positions are temporary in nature and about 1/3 of all these positions are located outside of the metro in areas that can be hard to fill. The positions that fall in the Technicians job category often have many physical requirements.</p> <ul style="list-style-type: none"> • Review agency exit survey data on a quarterly basis and conduct an analysis. Develop a plan to address any significant issues. • MDA HR will review position descriptions to make sure the duties are representative of the job classification. Qualifications will be targeted, specific, and clearly tied to job responsibilities. Minimum and preferred qualifications, as well as physical requirements, will be reviewed to ensure they are inclusive and do not unintentionally exclude protected group members. • Seek additional recruitment options to target females and individuals with disabilities. • Review positions that have many physical requirements in this job category and request that the Disability Council (and/or the MDA's Diversity, Equity & Inclusion Committee & ADA Coordinator) read through the requirements and ensure that we are using inclusive/correct language. (January 2021)

Areas for Further Monitoring	Corrective Actions
<p><i>Service Maintenance</i></p> <ul style="list-style-type: none"> • Females are underutilized. Low number of female qualified applicants resulted in low rate of female hires in Agricultural Technicians. • The agency needs to “monitor” racial/ethnic minorities because underutilization may occur by some employee movement. • Individuals with Disabilities are underutilized. 	<p>This job category consists of many lower level, physically demanding jobs. Many are either temporary in nature, permanent but only six weeks in length, and/or located in different areas of the state with some in very rural areas. The central location of applicants is often a consideration in candidate selection for temporary positions.</p> <ul style="list-style-type: none"> • Work with supervisors and managers to increase the use of advertising for these jobs. Usually these jobs do not have a diverse applicant pool when hiring. • Review agency exit survey data on a quarterly basis and conduct an analysis. Develop a plan to address any significant issues. • Review positions that have many physical requirements in this job category and request that the Disability Council (and/or the MDA’s Diversity, Equity & Inclusion Committee & ADA Coordinator) read through the requirements and ensure that we are using inclusive/ correct language. (January 2021) • The MDA will monitor the racial/ ethnic minorities & Individuals with Disabilities job categories by conducting quarterly review and analysis of AA data.

Other Action-Oriented Programs

This section provides an overview of the agency’s general efforts and actions to ensure equal opportunity. Agencies have reviewed barriers to hiring during the previous plan period and identified recruitment strategies, processes, and training to address underutilization for this plan year.

Barriers

The agency has constraints to address underutilization and areas for monitoring identified in the previous section.

- Limited anticipated number of open positions in this plan cycle due to the hiring freeze.
- Unwillingness of employees to self-identify, including individuals with disabilities. This will affect the representation of employees in this protected group.
- Limited diverse applicants in rural areas of the state.
- Physically demanding positions may deter some applicants from applying.
- Some positions are temporary in nature or only work six weeks out of the year.

- The agricultural industry is not as diverse as some industries, which may limit our applicant pool.
- Some classifications have a very low rate of attrition, therefore the ability to correct deficiencies is severely limited.
- Due to the smaller size of the MDA, promotional opportunities are more limited than in a larger agency.
- The CoVid19 pandemic may impact the number of applicants we receive as well as our attrition rates (i.e. virtual/ phone interview process, hiring freeze, delayed hiring, recession/ budget constraints).

Recruitment and Processes

The agency takes the following actions to improve recruitment and increase the number of qualified females, racial/ethnic minorities, and individuals with disabilities in the applicant pool:

- The agency will continue to place advertisements of job opportunities through [the State of MN Career site](https://mn.gov/mmb/careers/search-for-jobs/) (<https://mn.gov/mmb/careers/search-for-jobs/>).
- The agency will continue to place advertisements of job opportunities though the Workforce Community Email List (wfcomm.MMB@state.mn.us).
- Broadly announce all promotion and transfer opportunities.
- Continue to consider female, racial/ethnic minorities, and individuals with disability applicants for all positions for which they qualify.
- Participate in additional job fairs to recruit females, racial/ethnic minorities, and individuals with disabilities (in previous years the MDA has participated in the People of Color - Mpls career fair and Disability:IN Minnesota INclusive Career Fair).
- Participate in virtual job fairs that are successful to obtain qualified protected group applicants.
- Establish relationships with communities and students who identify as being protected group members at various universities to recruit for entry-level positions.
- Advertise the Connect 700 program to attract qualified individuals with disabilities by providing a link to MMB's web site.
- Continue to use the EEO tag line on all job postings and advertisements.
- Continue to use the MDA's diversity and inclusion statement.
- Continue to publish recruitment media depicting individuals that represent protected groups.
- Review/evaluate job postings to eliminate non-inclusive language.
- Develop a pipeline for entry-level jobs across job categories by using Statewide internship opportunities like Right Track, Step Up, Urban Scholar, and Star of the North Fellows.
- Continue to communicate to hiring managers/supervisors the commitment of the MDA to have a diverse workforce. The MDA is always committed to this, and not only when an underutilization exists.

- MDA HR will continue to review position descriptions to make sure the duties are representative of the job classification. Qualifications will be targeted, specific, and clearly tied to job responsibilities. Minimum and preferred qualifications, as well as physical requirements, will be reviewed to ensure they are inclusive and do not unintentionally exclude protected group members.
- Create a strategy of how to encourage diverse interview panels, including when appropriate, an interviewer from outside of the work unit or division. (July 2021)
- All interviews will contain questions around diversity, equity and inclusion. (July 2021)
- Continue to include in new and current Position Descriptions the responsibilities that highlight the MDA's goals towards diversity, equity and inclusion ("This position requires the ability to celebrate diversity and a strong commitment to a respectful and inclusive work environment."). to promote a work environment that is equitable and inclusive
- Continue to send an annual email to all agency employees encouraging them to enter their self-identification information in Self Service.

Persons Responsible:

- All MDA supervisors and managers
- Mandy Papenguth, HR Director 3
- Sherry Thomas, HR Director 1
- Tracy Ohmann, HR Consultant 1
- Jillian Kloster and Jennifer Romero, HR Specialist 2
- Sabrenia Young, Diversity Recruitment Coordinator

Retention

The agency will take the following actions to improve retention of females, racial/ethnic minorities, and individuals with disabilities:

- Continue to conduct exit interviews, analyze the data, and address identified concerns.
- Create an inclusive workplace by providing frequent training and modeling appropriate workplace behavior.
- Utilize the MDA's Diversity, Equity & Inclusion (DEI) committee for retention ideas and strategies.
- Encourage and promote the MDA's DEI Committee events and observances for increased awareness and education for all employees.
- Create opportunities for training around building diversity, equity and inclusion. Encourage staff to take advantage of the opportunities that are offered.
- Ensure an inclusive work environment and equal opportunities for all employees.

- The Human Resources Division will work with supervisors and managers who have employees serving a probationary period to ensure employees are successful. Recommendations may include, but not limited to:
 - Additional training and education
 - Setting clear expectations, goals and objectives
 - Having weekly progress meetings
 - Creating Individual Development Plans
 - Conducting additional performance reviews
 - Recommending the Employee Assistance Program when appropriate
 - Extending the probationary period when appropriate
- Set clear expectations in position descriptions for employees and provide them with feedback (annual reviews).
- Recognize good performance and reinforce positive performance.
- Provide a flexible and supportive work environment by offering options such as teleworking, alternative work schedules, part time work schedules when requested/appropriate.
- Ensure employees are made aware of the Employee Assistance Program (EAP) and the resources that are available from the EAP.
- Continue to improve the new employee orientation program so employees feel welcome, valued and engaged.

Persons Responsible:

- All MDA supervisors and managers
- Mandy Papenguth, HR Director 3
- Sherry Thomas, HR Director 1
- Tracy Ohmann, HR Consultant 1
- Jillian Kloster and Jennifer Romero, HR Specialist 2

Training

The agency will take the following actions to improve retention of females, racial/ethnic minorities, and individuals with disabilities:

- Provide quality on-boarding orientations.
- Broadly announce all promotion and transfer opportunities.
- Provide new employee training on respect in the workplace and preventing sexual harassment.
- Require all new employees to review the state policies on discrimination and harassment. Require all other employees to review these policies annually.

- Broadly announce all training opportunities that further DEI work. (Examples: LinkedIn Learning, MMB and MDA training opportunities, etc.)
- Provide facilitation in the Intercultural Development Inventory to units/divisions as requested.
- Ensure the accessibility of all learning materials.
- Provide baseline training on workplace diversity and inclusion and on unconscious bias for all employees.
- Participation in the agency-wide Diversity, Equity, and Inclusion committee with representation from all divisions.

Persons Responsible:

- Mandy Papenguth, HR Director 3
- Sherry Thomas, HR Director 1
- Jillian Kloster, HR Specialist 2
- Cathy Konopa, Employee Development Coordinator

Methods of Auditing, Evaluating, and Reporting Program Success

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 females, racial/ethnic minorities, or individuals with disabilities. The agency will use the Monitoring the Hiring Process form for every hire to track the number of females, racial/ethnic minorities, and individuals with disabilities in each stage of the selection process. Directors, managers, and supervisors will work closely with human resources and the Affirmative Action Officer or Designee in reviewing the requirements for the position, posting the position, and interviewing and selection to ensure that equal opportunity and affirmative action are carried out. Directors, managers, and supervisors must document their hiring decisions and equal opportunity professionals will review for bias.

An agency that does not meet its hiring goals for competitive appointments, and noncompetitive appointments under MS 43A.08, subd. 1(9), (11) and (16), and 43A.15, subd. 3, 10, 12, and 13, must justify its non-affirmative action hires. The affirmative action statute was amended in 2019 so agencies can no longer take missed opportunities. The agency will report the number of affirmative and non-affirmative hires to MMB on a quarterly basis.

When candidates are invited to participate in the selection process, employees scheduling the selection process will describe the process to the candidate (*e.g.*, interview process, testing process). All candidates are provided information regarding the procedure to request reasonable accommodations, if necessary, to allow candidates with disabilities equal opportunity to participate in the selection process. For example, describe if interview questions are offered ahead of time or what technology may be used during a test. This allows for an individual with a disability to determine if they need a reasonable accommodation in advance.

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

Pre-Review Procedure for Layoff Decisions

The Affirmative Action Officer, in conjunction with the agency's human resources office, is responsible for reviewing all pending layoffs to determine their effect on the agency's affirmative action goals and timetables.

If it is determined that there is a disparate 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 disparate impact on protected groups.

Other Methods of Program Evaluation

The agency submits the following compliance reports to MMB 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
- Disposition of Internal Complaint (submitted to MMB 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, and separations) by job category to determine if there is disparate impact
- Analyzes compensation program so it is fair and equitable and based upon MMB's Compensation Operating Guidelines
- Discusses progress with agency leadership on a periodic basis and makes recommendations for improvement
- Review agency exit survey data on a quarterly basis and conduct an analysis

Policies, Procedures, and Notice

A. Statewide Harassment and Discrimination Prohibited Policy, HR/LR Policy # 1436 (issued 6/12/2019)

Overview

Objective

To create a work environment free from harassment and discrimination based on protected class.

Policy Statement

Any form of harassment or discrimination based on protected class is strictly prohibited. Individuals who believe they have been subject to harassment/discrimination based on protected class or retaliation as described in this policy, are encouraged to file a report with an appropriate authority, as set forth in Section II of this policy.

Any form of retaliation directed against an individual who opposes or reports protected class harassment/discrimination, or who participates in any investigation concerning protected class harassment/discrimination, is strictly prohibited and will not be tolerated.

Violations of this policy by State employees will be subject to discipline, up to and including discharge. Violations of this policy by third parties will be subject to appropriate action.

Sexual harassment is specifically addressed by HR/LR Policy #1329 Sexual Harassment Prohibited.

Scope

This policy applies to all employees of, and third parties who have business interactions with, executive branch agencies and the classified employees in the Office of the Legislative Auditor, Minnesota State Retirement System, Public Employee Retirement Association, and Teachers' Retirement Association.

Definitions and Terms

Complainant: An individual who reports protected class harassment, discrimination, or retaliation.

Third party: Individuals who are not State employees, but who have business interactions with State employees, including, but not limited to:

- Applicants for State employment
- Vendors
- Contractors
- Volunteers
- Customers
- Business partners
- Unpaid interns
- Other individuals with whom State employees interact in the course of employees' work for the State, such as advocates, lobbyists, and representatives of individuals or entities with business with any branch of Minnesota state government

Protected class harassment or harassment based on protected class: Unwelcome conduct or communication that is based on actual or perceived membership in a protected class, including

stereotypes of protected classes, that has a negative effect or is likely to have a negative effect on the complainant and/or on the workplace or public service environment.

Protected class: Protected classes under this policy are as follows:

- Race
- Color
- Creed
- Religion
- National origin
- Sex* (includes pregnancy and pregnancy-related conditions)
- Marital status
- Familial status
- Receipt of public assistance
- Membership or activity in a local human rights commission
- Disability
- Age
- Sexual orientation
- Gender identity
- Gender expression
- For employees, genetic information

*See HR/LR Policy #1329 Sexual Harassment Prohibited for specific information on harassment based on unwelcome conduct or communication of a sexual nature.

Age: The prohibition against harassment and discrimination based on age prohibits such conduct based on a person's age if the person is over the age of 18.

Marital status: Whether a person is single, married, remarried, divorced, separated, or a surviving spouse, and includes protection against harassment and discrimination on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.

Familial status: The condition of one or more minors living with their parent(s) or legal guardian, or the designee of the parent(s) or guardian with the written permission of the parent(s) or guardian. This also protects those who are pregnant or those who are in the process of securing legal custody of a minor from being harassed or discriminated against on that basis.

Disability: A physical, sensory, or mental impairment which materially limits one or more major life activities; a record of such an impairment; or being regarded as having such an impairment.

Genetic information: Includes information about an individual's or their family members' genetic tests, 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 their family member, and the genetic information of a fetus carried by an individual or a pregnant family member, and the genetic information of any embryo legally held by the individual or their family member using an assisted reproductive technology.

Public service environment: A location where public service is being provided.

Membership or activity in a local human rights commission: Participation in an agency of a city, county, or group of counties that has the purpose of dealing with discrimination on the basis of race, color, creed, religion, national origin, sex, age, disability, marital status, status with regard to public assistance, sexual orientation, or familial status, as defined by Minn. Stat. § 363A.03, subd. 23.

Exclusions

N/A

Statutory References

M.S. Ch. 43A

M.S. Ch. 363A

General Standards and Expectations

Prohibition of Protected Class Harassment and Discrimination

Harassment of or discrimination against any employee or third party based on protected class in the workplace or public service environment, or which affects the workplace or public service environment, is strictly prohibited. Harassment of or discrimination against an individual because of their relationship or association with members of a protected class is also strictly prohibited. Protected class harassment and discrimination may take different forms including verbal, nonverbal, or physical conduct or communication. Conduct based on protected class may violate this policy even if it is not intended to be harassing. Protected class harassment and discrimination under this policy includes, but is not limited to, the following behavior when it is based on actual or perceived membership in a protected class, including stereotypes of protected classes:

- Offensive jokes, slurs, derogatory remarks, epithets, name-calling, ridicule or mockery, insults or put-downs
- Display or use of offensive objects, drawings, pictures, or gestures
- Physical assaults or threats
- Inappropriate touching of body, clothing, or personal property
- Following, stalking, intimidation
- Malicious interference with work performance
- Implicit or explicit preferential treatment or promises of preferential treatment for submitting to the conduct or communication
- Implicit or explicit negative treatment or threats of negative treatment for refusing to submit to the conduct or communication
- Discriminatory conduct based on an individual's actual or perceived protected class that segregates, separates, limits or restricts the individual from employment opportunities, including, but not limited to, hiring, promotion, compensation, disciplinary action, assignment of job duties, benefits or privileges of employment

I. Employee and Third Party Responsibilities and Complaint Procedure

Harassment or discrimination based on protected class will not be tolerated. All employees and third parties are expected to comply with this policy.

Employees and third parties are strongly encouraged to report all incidents of protected class harassment or discrimination, whether the individual is the recipient of the behavior, an observer, or is

otherwise aware of the behavior. Individuals are encouraged to report incidents as soon as possible after the incident occurs. Individuals may report to any of the following:

1. Any of the agency's managers or supervisors
2. The agency's affirmative action officer
3. The agency's human resources office
4. Agency management, up to and including the agency head

If the report concerns an agency head, the complainant may contact Minnesota Management and Budget, Enterprise Human Resources, Office of Equal Opportunity, Diversity, and Inclusion.

To ensure the prompt and thorough investigation of a report, the complainant may be asked to provide information in writing, which may include, but is not limited to:

1. The name, department, and position of the person(s) allegedly causing the harassment/discrimination
2. A description of the incident(s), including the date(s), location(s), and the identity of any witnesses
3. The name(s) of other individuals who may have been subject to similar harassment/discrimination
4. What, if any, steps have been taken to stop the harassment/discrimination
5. Any other information the complainant believes to be relevant

Individuals are encouraged to use the agency's internal complaint procedure, but may also choose to file a complaint externally with the Equal Employment Opportunity Commission (EEOC), the Minnesota Department of Human Rights (MDHR), or other legal channels.

II. Manager/Supervisory Responsibility

Managers and supervisors must:

1. Model appropriate behavior
2. Treat all reports of protected class harassment/discrimination seriously
3. Appropriately respond to a report or problem when they receive a report of protected class harassment/discrimination, or when they are otherwise aware a problem exists
4. Immediately report all allegations or incidents of protected class harassment/discrimination to human resources or the agency Affirmative Action Officer
5. Comply with their agency's complaint and investigation procedures and/or the agency's Affirmative Action Plan

Managers and supervisors who knowingly participate in, allow, or tolerate harassment, discrimination, or retaliation are in violation of this policy and are subject to discipline, up to and including discharge.

III. Human Resources Responsibilities

Agency human resources must:

1. Model appropriate behavior
2. Distribute the Harassment and Discrimination Prohibited Policy to all employees, through a method whereby receipt can be verified
3. Treat all reports of protected class harassment/discrimination seriously

4. Comply with the agency's complaint and investigation procedures and/or the agency's Affirmative Action Plan

IV. Affirmative Action Officer or Designees Responsibilities

Agency Affirmative Action Officer/designee must:

1. Model appropriate behavior
2. Treat all reports of protected class harassment/discrimination seriously
3. Comply with the agency's complaint and investigation procedures and/or the agency's Affirmative Action Plan
4. Keep the agency apprised of changes and developments in the law and policy

Investigation and Discipline

State agencies will take seriously all reports of protected class harassment, discrimination and retaliation, and will take prompt and appropriate action. When conducting an investigation, managers and supervisors, human resources, and Affirmative Action Officers must follow their agency's investigation procedures.

State agencies will take prompt and appropriate corrective action when there is a violation of this policy.

Employees who are found to have engaged in conduct in violation of this policy will be subject to disciplinary action, up to and including discharge.

Third parties who are found to have engaged in conduct in violation of this policy will be subject to appropriate action. Appropriate action for policy violations by third parties will depend on the facts and circumstances, including the relationship between the third party and the agency. Agencies may contact MMB's Office of Equal Opportunity, Diversity, and Inclusion for assistance in determining appropriate action for third parties. MMB may refer agencies to the appropriate resources, which may include, for example, the Department of Administration with respect to policy violations by vendors or contractors.

Employees who knowingly file a false report of protected class harassment/discrimination or retaliation will be subject to disciplinary action, up to and including discharge.

Non-Retaliation

Retaliation against any person who opposes protected class harassment or discrimination, who reports protected class harassment or discrimination, or who participates in an investigation of such reports, is strictly prohibited. Retaliation also includes conduct or communication designed to prevent a person from opposing or reporting protected class harassment or discrimination or participating in an investigation. Retaliation will not be tolerated. Any employee who is found to have engaged in retaliation in violation of this policy will be subject to discipline, up to and including discharge. Third parties who are found to have engaged in retaliation in violation of this policy will be subject to appropriate action.

Responsibilities

Agency Responsibility

Agencies are responsible for the following:

1. Adopting this policy as the agency HR policy.
2. Disseminating this policy to agency employees through a method whereby receipt can be verified.
3. Posting this policy in a manner that can be accessed by all employees and third parties.
4. Including this policy in their Affirmative Action Plan.
5. Implementing this policy, which includes:
 - a. Implementing an educational program
 - b. Developing and implementing a procedure for reporting complaints
 - c. Communicating the complaint procedure to employees
 - d. Developing and implementing a procedure under which reports will be addressed promptly.
6. Enforcing this policy.
7. Reporting annually dispositions of reports of protected class harassment or discrimination using the Affirmative Action Report.

MMB Responsibility

Ensuring that state agencies carry out their responsibilities under this policy, developing training, and updating this policy as necessary.

Forms and Supplements

Acknowledgment Form (below) – This form may be used to verify receipt by agency employees.

Acknowledgement

I acknowledge that I have received and read the policy, HR/LR Policy #1436, Harassment and Discrimination Prohibited, including the policy's complaint procedure. I understand that harassment and discrimination based on protected class, and retaliation, are strictly prohibited. I understand that if I engage in conduct in violation of the policy toward any State employee, or any "third party" as defined by the policy, I will be subject to disciplinary action, up to and including discharge. I understand that if I believe that I have been subjected to harassing, discriminatory or retaliatory conduct as defined by the policy by any State employee, or by any "third party" as defined by the policy, I am encouraged to report that behavior. I understand that I can make a report to any of my agency's managers or supervisors, the agency's affirmative action officer, the agency's human resources office, or agency management, up to and including the agency head. I understand that if my report concerns an agency head, I may contact Minnesota Management and Budget.

Signed: _____ Date: _____

Employee Name: _____

B. Statewide Sexual Harassment Prohibited Policy Statewide HR/LR Policy #1329: Sexual Harassment Prohibited (revised 6/12/2019)

Objective

To create a work environment free from sexual harassment of any kind.

Policy Statement

Sexual harassment in any form is strictly prohibited. Individuals who believe they have been subject to sexual harassment as described in this policy are encouraged to file a report with an appropriate authority, as set forth in Section II of this policy.

Any form of retaliation directed against an individual who opposes or reports sexual harassment, or who participates in any investigation concerning sexual harassment, is strictly prohibited and will not be tolerated.

Violations of this policy by State employees will be subject to discipline, up to and including discharge. Violations of this policy by third parties will be subject to appropriate action.

Scope

This policy applies to all employees of, and third parties who have business interactions with, executive branch agencies and the classified employees in the Office of the Legislative Auditor, Minnesota State Retirement System, Public Employee Retirement Association, and Teachers' Retirement Association.

Definitions and Key Terms

Complainant

An individual who complains about sexual harassment or retaliation.

Public service environment

A location that is not the workplace where public service is being provided.

Sexual harassment

Unwelcome sexual advances, unwelcome requests for sexual favors, or other unwelcome verbal, written, or physical conduct or communication of a sexual nature.

Third party

Individuals who are not State employees but who have business interactions with State employees, including, but not limited to:

- Applicants for State employment
- Vendors
- Contractors
- Volunteers
- Customers
- Business Partners

- Unpaid Interns
- Other individuals with whom State employees interact in the course of employees' work for the State, such as advocates, lobbyists, and representatives of individuals or entities with business with any branch of Minnesota state government

Exclusions

N/A

Statutory References

42 U.S.C. § 2000e, et al.

M.S. Ch. 363A

M.S. Ch. 43A

General Standards and Expectations

I. Prohibition of Sexual Harassment

Sexual harassment of any employee or third party in the workplace or public service environment, or which affects the workplace or public service environment, is strictly prohibited.

Sexual harassment under this policy is any conduct or communication of a sexual nature which is unwelcome. The victim, as well as the harasser, can be of any gender. The victim does not have to be of the opposite sex as the harasser. Sexual harassment includes, but is not limited to:

1. Unwelcome sexual innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, degrading sexual remarks, threats;
2. Unwelcome sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling, obscene gestures;
3. Unwelcome physical contact, such as rape, sexual assault, molestation, or attempts to commit these assaults; unwelcome touching, pinching, or brushing of or by the body;
4. Preferential treatment or promises of preferential treatment for submitting to sexual conduct, including soliciting or attempting to solicit an individual to submit to sexual activity for compensation or reward;
5. Negative treatment or threats of negative treatment for refusing to submit to sexual conduct;
6. Subjecting, or threatening to subject, an individual to unwelcome sexual attention or conduct.

II. Employee and Third Party Responsibilities and Complaint Procedure

Sexual harassment will not be tolerated. All employees and third parties are expected to comply with this policy.

Employees and third parties are encouraged to report all incidents of sexual harassment. Individuals are encouraged to report incidents of sexual harassment as soon as possible after the incident occurs. Individuals may make a complaint of sexual harassment to any of the following:

1. Any agency's managers or supervisors;
2. The agency's affirmative action officer;
3. An agency's human resource office;
4. Agency management, up to and including the agency head.

If the report concerns an agency head, the complainant may contact Minnesota Management and Budget's Office of Equal Opportunity, Diversity, and Inclusion.

To ensure the prompt and thorough investigation of a report of sexual harassment, the complainant may be asked to provide information in writing, which may include, but is not limited to:

1. The name, department, and position of the person(s) allegedly causing the harassment
2. A description of the incident(s), including the date(s), location(s), and identity of any witnesses
3. The name(s) of other individuals who may have been subject to similar harassment
4. What, if any, steps have been taken to stop the harassment
5. Any other information the complainant believes to be relevant

Individuals are encouraged to use the agency's internal complaint procedure, but may also choose to file a complaint or charge externally with the Equal Employment Opportunity Commission (EEOC) and/or the Minnesota Department of Human Rights (MDHR), or other legal channels.

III. Manager/Supervisor Responsibility

Managers and Supervisors must:

1. Model appropriate behavior
2. Treat all reports of sexual harassment seriously
3. Appropriately respond to a report or problem when they receive a report of sexual harassment, or when they are otherwise aware a problem exists
4. Immediately report all allegations or incidents of sexual harassment to human resources or the agency Affirmative Action Officer
5. Comply with their agency's complaint and investigation procedures and/or the agency's Affirmative Action Plan

Managers and supervisors who knowingly participate in, allow, or tolerate sexual harassment or retaliation of this policy are subject to discipline, up to and including discharge.

IV. Human Resources Responsibilities

Agency human resources must:

1. Model appropriate behavior

2. Distribute the sexual harassment policy to all employees, through a method whereby receipt can be verified
3. Treat all complaints of sexual harassment seriously
4. Comply with the agency's complaint and investigation procedures and/or their Affirmative Action Plan

V. Affirmative Action Officer or Designee Responsibilities

Agency Affirmative Action Officer/designee must:

- Model appropriate behavior
- Treat all complaints of sexual harassment seriously
- Comply with the agency's complaint and investigation procedures
- Keep the agency apprised of changes and developments in the law and policy

VI. Investigation and Discipline

State agencies will take seriously all reports of sexual harassment and retaliation, and will take prompt and appropriate action. When conducting an investigation, managers and supervisors, human resources, and Affirmative Action Officers must follow their agency's investigation procedures.

State agencies will take prompt and appropriate corrective action when there is a violation of this policy.

Employees who are found to have engaged in conduct in violation of this policy will be subject to disciplinary action, up to and including discharge.

Third parties who are found to have engaged in conduct in violation of this policy will be subject to appropriate action. Appropriate action for policy violations by third parties will depend on the facts and circumstances, including the relationship between the third party and the agency. Agencies may contact MMB's Office of Equal Opportunity, Diversity, and Inclusion for assistance in determining appropriate action for third parties. MMB may refer agencies to the appropriate resources, which may include, for example, the Department of Administration with respect to policy violations by vendors or contractors.

Employees who knowingly file a false report of sexual harassment or retaliation will be subject to disciplinary action, up to and including discharge.

VII. Non-Retaliation

Retaliation against any person who opposes sexual harassment, who reports sexual harassment, or who participates in an investigation of such reports, is strictly prohibited. Retaliation also includes conduct or communication designed to prevent a person from opposing or reporting sexual harassment or participating in an investigation. Retaliation will not be tolerated. Any employee who is found to have engaged in retaliation in violation of this policy will be subject to discipline, up to and including discharge. Third parties who are found to have engaged in retaliation in violation of this policy will be subject to appropriate action.

Responsibilities

Agencies are responsible for:

- Adopting this policy.
- Disseminating this policy to agency employees through a method whereby receipt can be verified.
- Posting this policy in a manner that can be accessed by all employees and third parties.
- Including this policy in their Affirmative Action Plan.
- Implementing this policy, which includes:
 - Implementing an educational program
 - Developing and implementing a procedure for reporting complaints
 - Communicating the complaint procedure to employees
 - Developing and implementing a procedure under which reports will be addressed promptly
- Enforcing this policy.
- Reporting annually dispositions of reports of sexual harassment using the Affirmative Action Report.

MMB is responsible for:

- Ensuring that state agencies carry out their responsibilities under this policy, developing training, and updating this policy as necessary.

Forms and Supplements

Acknowledgment Form (below) – This form may be used to verify receipt by agency employees.

Acknowledgement

I acknowledge that I have received and read the policy, HR/LR Policy #1329, Sexual Harassment Prohibited, including the policy's complaint procedure.

I understand that sexual harassment and retaliation are strictly prohibited. I understand that if I engage in conduct in violation of the policy toward any State employee, or any "third party" as defined by the policy, I will be subject to disciplinary action, up to and including discharge.

I understand that if I believe that I have been subjected to sexually harassing or retaliatory conduct as defined by the policy by any State employee, or by any "third party" as defined by the policy, I am encouraged to report that behavior. I understand that I can make a report to any of my agency's managers or supervisors, the agency's affirmative action officer, the agency's human resources office, or agency management, up to and including the agency head. I understand that if my report concerns an agency head, I may contact Minnesota Management and Budget.

Signed: _____ Date: _____

Employee Name: _____

C. Complaint Procedure for Processing Complaints Under the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy:

The agency has established the following complaint procedure to be used by all individuals alleging harassment, discrimination, or retaliation in violation of the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy. Coercion, retaliation, or intimidation against anyone filing a complaint or serving as a witness under this procedure is prohibited.

Who May File:

Any individual who believes that they have been subject to harassment, discrimination, or retaliation in violation of the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy is encouraged to use this internal complaint procedure.

If the individual chooses, a complaint can be filed externally with the Minnesota Department of Human Rights (MDHR), the U.S. Equal Employment Opportunity Commission (EEOC), or through other legal channels. The MDHR, EEOC and other legal channels have time limits for filing complaints; individuals may contact the MDHR, EEOC, or a private attorney for more information.

Retaliation against any person who has filed a complaint either internally through this complaint procedure or through an outside enforcement agency or other legal channels is prohibited.

Individuals who knowingly file a false complaint will be subject to disciplinary or corrective action.

The following are the procedures for filing a complaint:

1. The individual may, but is not required to, complete the “Harassment and Discrimination Prohibited/Sexual Harassment Prohibited Policies Complaint Form” provided by the Affirmative Action Officer or designee. Individuals are encouraged to file a complaint within a reasonable period of time after the individual becomes aware that a situation may involve conduct in violation of the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy. The Affirmative Action Officer or designee will, if requested, provide assistance in filling out the form.
2. The Affirmative Action Officer or designee determines if the complainant is alleging conduct in violation of the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy; or if the complaint instead is of a general personnel concern or a general concern of respect in the workplace.
 - If it is determined that the complaint is not related to conduct that would violate the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy, but rather involves general personnel concerns or general concerns of respect in the workplace, the Affirmative Action Officer or designee will inform the complainant, in writing, within ten (10) business days.

- If it is determined that the complaint is related to conduct that would violate the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy, the Affirmative Action Officer or designee will determine whether corrective action may be taken without an investigation. If it is determined that an investigation is necessary, the Affirmative Action Officer or designee shall investigate the complaint.
- 3. The Affirmative Action Officer or designee shall create a written investigation report of every investigation conducted. If the investigation shows sufficient evidence to substantiate the complaint, appropriate corrective action will be taken.
- 4. Within (60) days after the complaint is filed, the Affirmative Action Officer or designee shall provide a written answer to the complainant, unless reasonable cause for delay exists. The complainant will be notified if the written answer is not expected to be issued within the sixty (60) day period. The written answer to the complainant must comply with the data privacy restrictions of the Minnesota Government Data Practices Act.
- 5. Disposition of the complaint will be filed with the Commissioner of Minnesota Management and Budget within thirty (30) days after the final determination.
- 6. The status of the complaint may be shared with the complainant(s) and respondent(s). All data related to the complaint are subject to the provisions of the Minnesota Government Data Practices Act.
- 7. The Affirmative Action Officer or designee shall maintain records of all complaints, investigation reports, and any other data or information the Affirmative Action Officer or designee deems pertinent for seven (7) years after the complaint is closed.
- 8. In extenuating circumstances, the employee or applicant may contact the State Affirmative Action Officer in the Office of Equal Opportunity at Minnesota Management and Budget for information regarding the filing of a complaint (for example, if the complaint is against the agency head or the agency Affirmative Action Officer).

D. Department of Agriculture's Harassment and Discrimination Prohibited/Sexual Harassment Prohibited Policies Complaint Form Template

[AGENCY] _____ Harassment and Discrimination Prohibited/ Sexual Harassment Prohibited Policies Complaint Form	
Agency Name _____	
Street Address _____	
City, State Zip Code _____	
Telephone Number _____	
Complainant (You)	
Complainant's Name _____	Job Title _____
Agency _____	Telephone _____
Work Address _____	Division _____
City, State Zip Code _____	Manager _____
Respondent (Person Against whom you are filing the complaint)	
Name _____	Respondent's Job Title _____
Agency _____	Respondent's Telephone _____
Work Address _____	Division _____
City, State Zip Code _____	Manager _____

The Complaint																					
<p>Basis of Complaint</p> <p>Place an "X" in the box for all that apply:</p> <table border="0"> <tr> <td><input type="checkbox"/> Race</td> <td><input type="checkbox"/> Marital Status</td> <td><input type="checkbox"/> Gender Expression</td> </tr> <tr> <td><input type="checkbox"/> Sex</td> <td><input type="checkbox"/> Gender Identity</td> <td><input type="checkbox"/> Religion</td> </tr> <tr> <td><input type="checkbox"/> Familial Status</td> <td><input type="checkbox"/> National Origin</td> <td><input type="checkbox"/> Genetic Information</td> </tr> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Creed</td> <td><input type="checkbox"/> Retaliation</td> </tr> <tr> <td><input type="checkbox"/> Color</td> <td><input type="checkbox"/> Sexual Orientation</td> <td><input type="checkbox"/> Membership or Activity in a Local Human Rights Commission</td> </tr> <tr> <td><input type="checkbox"/> Sexual Harassment</td> <td><input type="checkbox"/> Reliance on Public Assistance</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td></td> <td></td> </tr> </table> <p>Describe, in as much detail as possible, the conduct that you believe violates the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy. List dates, locations, names and titles of people involved. Explain why you believe the conduct was based on the item(s) checked in the "Basis of Complaint" section above. Use additional paper if needed and attach to this form. Attach any documents you believe may be relevant.</p> <div style="border: 1px solid black; height: 150px; width: 100%;"></div> <p>Date most recent act of discrimination/ harassment in violation of policy took place: _____</p> <p>If you filed this complaint with another agency, give the name of that agency: _____</p>	<input type="checkbox"/> Race	<input type="checkbox"/> Marital Status	<input type="checkbox"/> Gender Expression	<input type="checkbox"/> Sex	<input type="checkbox"/> Gender Identity	<input type="checkbox"/> Religion	<input type="checkbox"/> Familial Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Genetic Information	<input type="checkbox"/> Age	<input type="checkbox"/> Creed	<input type="checkbox"/> Retaliation	<input type="checkbox"/> Color	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Membership or Activity in a Local Human Rights Commission	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Reliance on Public Assistance		<input type="checkbox"/> Disability		
<input type="checkbox"/> Race	<input type="checkbox"/> Marital Status	<input type="checkbox"/> Gender Expression																			
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<input type="checkbox"/> Familial Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Genetic Information																			
<input type="checkbox"/> Age	<input type="checkbox"/> Creed	<input type="checkbox"/> Retaliation																			
<input type="checkbox"/> Color	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Membership or Activity in a Local Human Rights Commission																			
<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Reliance on Public Assistance																				
<input type="checkbox"/> Disability																					

Information on Witnesses Who You Believe Can Support Your Complaint		
Witness Name	Witness Work Address	Witness Work Telephone

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

This complaint is being filed based on my honest belief that I have been subjected to conduct in violation of the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy. I hereby certify that the information I have provided in this complaint is true, correct, and complete to the best of my knowledge.

Complainant Signature _____ Date signed _____

Complaint Received by: _____
(Affirmative Action Officer Signature) _____ Date signed _____

NON-RETALIATION: Retaliation against any person who reports conduct under the Harassment and Discrimination Prohibited Policy or the Sexual Harassment Prohibited Policy is strictly prohibited and will not be tolerated. If you believe that you have been subjected to retaliation, you are encouraged to report such behavior.

This material is available in alternative formats for individuals with disabilities by contacting _____

Additional Information _____

[Harassment and Discrimination Prohibited/Sexual Harassment Prohibited Policies Complaint Form Template \(https://mn.gov/mmb-stat/hr-toolbox/003-equal-opportunity-diversity-and-inclusion/reports/sexual-harassment-prohibited-policies-complaint-form-template.pdf\).](https://mn.gov/mmb-stat/hr-toolbox/003-equal-opportunity-diversity-and-inclusion/reports/sexual-harassment-prohibited-policies-complaint-form-template.pdf)

E. Statewide ADA Reasonable Accommodation Policy Statewide HR/LR Policy #1433: ADA Reasonable Accommodation Policy

Objective

The goals of this policy are:

- To ensure compliance with all applicable state and federal laws;
- To establish a written and readily accessible procedure regarding reasonable accommodation, including providing notice of this policy on all job announcements;
- To provide guidance and resources about reasonable accommodations;
- To provide a respectful interactive process to explore reasonable accommodations; and
- To provide a timely and thorough review process for requests for reasonable accommodation.

Policy Statement

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).

Scope

This policy applies to all employees of the Executive Branch and classified employees in the Office of Legislative Auditor, Minnesota State Retirement System, Public Employee Retirement System, and Teachers' Retirement System.

Definitions

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 - 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.

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;
 - 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;
 - Providing a sign language interpreter; 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.

Exclusions

N/A

Statutory References

- [Rehabilitation Act of 1973, Title 29 USC 701](#)
- [Americans with Disabilities Act \(1990\)](#)
- [29 C.F.R. 1630, Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act](#)

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.

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 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.

Commissioner

The commissioner of the agency or agency head 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
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](#) before sending the Letter to, or otherwise communicating with, the medical provider. The employee may choose not to sign the Authorization. However, if the employee chooses not to sign the Authorization, it is the employee's responsibility to ensure that the agency receives the requested 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 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 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 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
- 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.

Responsibilities

Agencies are responsible for the request:

- Adoption and implementation of this policy and development of reasonable accommodation procedures consistent with the guidance in this document.

MMB is responsible for:

- Provide advice and assistance to state agencies and maintain this policy.

Please review the following forms:

- [Employee/Applicant Request for ADA Reasonable Accommodation](#)
- [Authorization of Release of Medical Information for ADA Reasonable Accommodations](#)
- [Letter Requesting Documentation for Determining ADA Eligibility from a Medical Provider](#)

REFERENCES

- [U.S. Equal Employment Opportunity Commission](#), *Enforcement Guidance*
- Pre-employment Disability-Related Questions and Medical Examinations at 5, 6-8, 20, 21-22, 8 FEP Manual (BNA) 405:7191, 7192-94, 7201 (1995).

- Workers' Compensation and the ADA at 15-20, 8 FEP Manual (BNA) 405:7391, 7398-7401 (1996).
- The Americans with Disabilities Act and Psychiatric Disabilities at 19-28, 8 FEP Manual (BNA) 405:7461, 7470-76 (1997).
- Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act (October 17, 2002), (clarifies the rights and responsibilities of employers and individuals with disabilities regarding reasonable accommodation and undue hardship).
- Disability-Related Inquiries and Medical Examinations of Employees (explains when it is permissible for employers to make disability-related inquiries or require medical examinations of employees).
- Fact Sheet on the Family and Medical Leave Act, the Americans with Disabilities Act, and Title VII of the Civil Rights Act of 1964 at 6-9, 8 FEP Manual (BNA) 4055:7371.

The [Genetic Information Nondiscrimination Act \(GINA\) of 2008](#) and [M.S. 181.974](#) prohibit employers from using genetic information when making decisions regarding employment.

[Minnesota Human Rights Act \(MHRA\)](#) prohibits employers from treating people differently in employment because of their race, color, creed, religion, national origin, sex, marital status, familial status, disability, public assistance, age, sexual orientation, or local human rights commission activity. The MHRA requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, except when such accommodation would cause undue hardship or where the individual poses a direct threat to the health or safety of the individual or others. The MHRA prohibits requesting or requiring information about an individual's disability prior to a conditional offer of employment.

The [Family and Medical Leave Act](#) is a federal law requiring covered employers to provide eligible employees twelve weeks of job-protected, unpaid leave for qualified medical and family reasons.

[Executive Order 14-14, Providing for Increased Participation of Individuals with Disabilities in State Employment](#), directs agencies to make efforts to hire more individuals with disabilities and report on progress.

Contacts

Equal Opportunity Office at Minnesota Management and Budget via ADA.MMB@state.mn.us.

Request for Reasonable Accommodation Form

<p style="text-align: center;">[Agency Name]</p> <p style="text-align: center;">Employee/Applicant Request for Americans with Disabilities Act ("ADA") Reasonable Accommodation Form</p> <p>[AGENCY NAME] 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 the position and 2) have a disability that substantially or materially limits a major life activity or function. The ADA Coordinator/Designee will review each request on an individualized case-by-case basis to determine whether or not an accommodation can be made.</p> <p>Employee/Applicant Name: _____</p> <p>Job Title: _____</p> <p>Work Location: _____</p> <p>Phone Number: _____</p> <p>Data Privacy Statement: This information may be used by the agency human resources representative, ADA coordinator or designee, or any other individual who is authorized by the 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, the agency may not have sufficient information to provide a reasonable accommodation.</p> <p style="text-align: center;">DO NOT PROVIDE ANY INFORMATION THAT IS NOT RELATED TO YOUR REQUEST FOR REASONABLE ACCOMMODATION. DO NOT PROVIDE COPIES OF MEDICAL RECORDS.</p> <p>A. Questions to clarify accommodation requested.</p> <p>1. What specific accommodation are you requesting? _____</p> <p>2. If you are not sure what accommodation is needed, do you have any suggestions about what options we can explore? a. Answer yes or no: _____ b. If yes, please explain: _____</p> <p>B. Questions to document the reason for the accommodation request (please attach additional pages if necessary).</p> <p>1. If you are an employee, what, if any, job function are you having difficulty performing; or if you are an applicant, what portion of the application process are you having difficulty participating in? _____</p> <p style="text-align: right;">Page 1 of 2 Rev. 4/2019</p>	<p>2. What, if any, employment benefits are you having difficulty accessing? _____</p> <p>3. What limitation, as result of your physical or mental impairment, is interfering with your ability to perform the functions of your job, access an employment benefit, or participate in the application process? _____</p> <p>4. If you are requesting a specific accommodation, how will that accommodation be effective in allowing you to perform the functions of your job, access an employment benefit, or participate in the application process? _____</p> <p>Information Pertaining to Medical Documentation: In the context of assessing an accommodation request, medical documentation may be needed to determine if the employee/applicant has a disability covered by the ADA and to assist in identifying an effective accommodation. The ADA Coordinator or designee in each agency is tasked with collecting necessary medical documentation. In the event that medical documentation is needed, the employee/applicant will be provided with the appropriate forms to submit to their medical provider. The employee/applicant has the responsibility to ensure that the requested information is returned to the ADA Coordinator or designee in a timely manner.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>This form 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.</p> </div> <p>Employee/Applicant Signature: _____</p> <p>Date: _____</p> <p style="text-align: right;">Page 2 of 2 Rev. 4/2019</p>
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F. Notice Under the Americans with Disabilities Act

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the Minnesota Department of Agriculture will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Minnesota Department of Agriculture does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: The Minnesota Department of Agriculture will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Minnesota Department of Agriculture programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The Minnesota Department of Agriculture will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Minnesota Department of Agriculture offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Minnesota Department of Agriculture, should contact the office of ADA Coordinator Anthony Becker at 651/201-6640 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Minnesota Department of Agriculture to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the Minnesota Department of Agriculture is not accessible to persons with disabilities should be directed to the office of ADA Coordinator Anthony Becker at 651/201-6640.

The Minnesota Department of Agriculture will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

G. Minnesota Department of Agriculture Grievance Procedure Under Title II of the Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the Minnesota Department of Agriculture. The Statewide ADA Reasonable Accommodation policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

ADA Coordinator Anthony Becker

Minnesota Department of Agriculture

625 Robert Street North – St Paul, MN 55155

Within 15 calendar days after receipt of the complaint, ADA Coordinator Anthony Becker or his/her designee will meet or communicate with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting or communication, ADA Coordinator Anthony Becker or his/her designee will respond in writing, and where appropriate, in a format accessible to the complainant. The response will explain the position of the Minnesota Department of Agriculture and offer options for substantive resolution of the complaint.

If the response by ADA Coordinator Anthony Becker or his/her designee does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the Minnesota Department of Agriculture Commissioner or his/her designee.

Within 15 calendar days after receipt of the appeal, the Minnesota Department of Agriculture Commissioner or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Minnesota Department of Agriculture Commissioner or his/her designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by ADA Coordinator Anthony Becker or his/her designee, appeals to the Minnesota Department of Agriculture Commissioner or his/her designee, and responses from these two offices will be retained by the Minnesota Department of Agriculture for at least three years.

I. Evacuation Procedure for Individuals with Disabilities or Otherwise in Need of Assistance

A copy of the MN Department of Agriculture's Building Emergency Procedures including evacuation and weather emergency plans can be found at:

<https://mdawsdev.mda.state.mn.us/webapp/uddernet/boxb/safetyhealth/FreemanEmergencyProcedures.pdf>

Knowledge and preparation by both individuals needing assistance and those who don't is key to reducing the impact of emergency evacuations.

Employees with temporary or permanent mobility impairments, or those who feel they would be unable to evacuate the building in a timely manner due to a personal health condition, may choose to select two Evacuation Assistants to provide aid during an emergency.

Mobility impaired employees and their Evacuation Assistants should form a plan to meet in a specific area of the workplace for all emergencies to eliminate lost time spent looking for each other before actually evacuating the area. Near, but not inside the central stairwells would be a good area to meet.

Once at the predetermined location (central stairwell) the Evacuation Assistant(s) will assist the mobility impaired employee in evacuating the building.

If safe to do so, the Evacuation Assistant will remain with the mobility impaired employee if they are unable to evacuate.

The Evacuation Assistant will then instruct a fellow employee (Floor Warden or another Evacuation Assistant) to leave and report to the Building Emergency Coordinator or Building Security Guard the location of the mobility impaired employee and remaining Evacuation Assistant.

These individuals will remain at this location until their rescue is assisted by St. Paul Fire Department personnel. If, due to building conditions, they are unable to remain at this location, they will relocate to an area behind doors (an office or conference room) and will call 9-911 to advise them of their relocation.

If the mobility impaired employee is in another area of the building, or one or both of the Evacuation Assistants is not available to help, the mobility impaired employee will ask for assistance from other individuals evacuating the building.

Severe Weather Evacuation Procedures

Action to take at work (during business hours)

Notice of weather-related threats (tornadoes, thunderstorms) will usually be initiated by the National Weather Service (NWS). The NWS is monitored by the City of St Paul / Ramsey County Emergency Coordination Center. The City of St Paul / Ramsey County will activate sirens across the area for tornado warnings and severe thunderstorms that have winds in excess of a certain mph. In the event that the severe weather sirens are activated, a Building Emergency Coordinator will issue relocation orders through the front desk building Public Address (PA) System.

When the relocation order is given, the Floor Wardens will:

Direct employees and any visitors to move away from windows and move to the assigned safe areas on first floor. If no safe area has been assigned, move to the center of the building.

Remind individuals assigned as Evacuation Assistants and employees with mobility impairments to meet in their pre-determined area and relocate to their pre-assigned safe area.

Once relocated, the Floor Warden will:

Conduct a head count, if requested by the Building Emergency Coordinator, and resolve the whereabouts of all employees assigned to your division and report the status of your division to the Building Emergency Coordinator.

Keep employees informed on the status of the emergency.

Announce the "All Clear", when authorized by the Building Emergency Coordinator.

Action to take at home (during Non-business hours)

In the case of severe weather emergencies, all employees are asked to monitor local radio and television stations. The closure of state offices will be announced by MN Management and Budget (MMB) on the radio prior to shift start times and will also be posted on the MMB home page. In addition, an outgoing message will be placed on the MDA Employee Mainline (651) 201-6000 for those staff that wish to call in to determine the status of building closures. Closure after the start of the shift will be announced by the Building Emergency Coordinator or Capitol Security. Supervisors should ensure that their hearing impaired employees are made aware of the closure of state offices (e.g., ensure that employees have made arrangements with their Evacuation Assistants, supervisors, relatives or friends to be contacted through the use of the Minnesota Relay Service or some other means.

A copy of the MN Department of Agriculture's Building Emergency Procedures including evacuation and weather emergency plans can be found at:

<https://mdawsdev.mda.state.mn.us/webapp/uddernet/boxb/safetyhealth/FreemanEmergencyProcedures.pdf>

For questions please contact the MDA Safety Administrator at 651-201-6640 or anthony.becker@state.mn.us.

Appendix

Refer to the AAP Appendix 2020-2022.

Definitions of Terms Used in This Affirmative Action Plan

Applicant: "Applicant" means a person who has satisfied the minimum requirements for application established by the commissioner of management and budget (M.S. 43A.02, subd. 4).

Availability: an estimated percentage of qualified females, racial/minorities, or individuals with disabilities in the relevant labor market who are available for positions in a given job category at a state agency. The final availability is determined by considering two factors: the statistics from the outside labor market and the internal state agency workforce for the Affirmative Action Plan year.

Feeder job: staffed positions within the agency that can be promoted and/or transferred into other EEO job categories.

Hiring goal: a numerical objective designed to correct an identified deficiency in the utilization of protected group members. For example, the professional job category has identified underutilization and the availability is 30%, the goal (or hiring goal) for females in the job category is for 30% of the new hires/rehires and promotions for that Affirmative Action Plan year would be females. Goals/hiring goals should never be implemented as quotas, nor should they be used as criteria in decision-making regarding qualifications.

Job category: a group of jobs that are linked by a common purpose and skill set (or sometimes certificates/educational degrees) and are grounded on the job categories identified by the U.S. Equal Employment Opportunity Commission (EEOC).

Labor market area: a geographic area in which an agency is seeking a worker in a particular goal unit and where there is an available supply of workers employed or seeking jobs in that goal unit.

Protected groups: females, persons with disabilities, and members of the following minorities: Black, Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native ([M.S. 43A.02, subd. 33](#)).

Snapshot: one particular point in time. A snapshot of a workforce is taken at one particular point in time as the basis for Affirmative Action Plan analyses because the workforce numbers are always fluctuating.

Supported Work Program: The state legislature established the program in 1987 to expand employment opportunities for people with significant disabilities. but has been expanded to include individuals who experience other significant disabilities, including, but not limited to, head injury, mental illness, and deaf blindness. Under the program, a supported worker must require ongoing support and may share a single position with up to two other supported work employees.

Underutilization: the representation of females, racial/ethnic minorities, or individuals with disabilities in a specific job category is less than reasonably would be expected given from workforce participation in the labor market area.

Appendix A

Agency Name: Agriculture
Progress Toward Goals Report
Data Range: FY2020-FY2022

FEMALES (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Females %	Prior AAP Year Goals Females %	Females Hired %	Female Promoted %	Actual Females Placement (%)	Females Goal Met?
Officials/Administrators	47.62%	15.30%	0.00%	25.00%	14.29%	No
Professionals	53.60%	43.88%	50.00%	60.61%	54.32%	Yes
Technicians	45.45%	35.66%	23.08%	0.00%	22.22%	No
Para-Professionals	73.33%	35.66%	61.90%	0.00%	61.90%	Yes
Office/Clerical	79.41%	36.96%	72.22%	100.00%	76.19%	Yes
Service Maintenance	44.93%	31.58%	28.75%	0.00%	28.75%	No

Racial/Ethnic Minorities (Minorities) (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Minorities %	Prior AAP Year Goals Minorities %	Minorities Hired %	Minorities Promoted %	Actual Minorities Placement (%)	Minorities Goal Met?
Officials/Administrators	0.00%	3.14%	0.00%	0.00%	0.00%	No
Professionals	8.19%	8.35%	14.58%	6.06%	11.11%	Yes
Technicians	12.12%	9.61%	7.69%	0.00%	7.41%	No
Para-Professionals	0.00%	9.61%	0.00%	0.00%	0.00%	No
Office/Clerical	32.35%	8.46%	22.22%	33.33%	23.81%	Yes
Service Maintenance	4.35%	18.25%	3.75%	0.00%	3.75%	No

Appendix A**Agency Name:** Agriculture**Progress Toward Goals Report****Data Range:** FY2020-FY2022

Individuals with Disabilities (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Individuals with Disabilities %	Prior AAP Year Goals Individuals with Disabilities %	Individuals with Disabilities Hired %	Individuals with Disabilities Promoted %	Actual Individuals with Disabilities Placement (%)	Individuals with Disabilities Goal Met?
Officials/Administrators	14.29%	7.00%	0.00%	0.00%	0.00%	No
Professionals	4.71%	7.00%	6.25%	0.00%	3.70%	No
Technicians	0.00%	7.00%	3.85%	0.00%	3.70%	No
Para-Professionals	0.00%	7.00%	0.00%	0.00%	0.00%	No
Office/Clerical	11.76%	7.00%	0.00%	0.00%	0.00%	No
Service Maintenance	4.35%	7.00%	3.75%	0.00%	3.75%	No

Agency Name: Agriculture

Separation Analysis

Data Range Dates: FY2020-FY2022

Note: ¹ The percentages by protected group within a separation type

Total Separations				
*(Minority = Racial/Ethnic Minorities)				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	0.97%	50.00%	0.00%	50.00%
Resignations Resignations	21.26%	65.91%	4.55%	6.82%
Enhanced Separation				
Retirement	12.56%	50.00%	3.85%	11.54%
Death				
Lay-off	0.48%	100.00%	0.00%	0.00%
Termination without Rights	64.73%	42.54%	7.46%	4.48%
Total Separations	100.00%	48.79%	6.28%	6.28%

Officials/Administrators				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	0.00%	0.00%	0.00%	0.00%
Reginations	40.00%	0.00%	0.00%	50.00%
Enhanced Separation				
Retirement	20.00%	100.00%	0.00%	100.00%
Death				
Lay-off	0.00%	0.00%	0.00%	0.00%
Termination without Rights	40.00%	50.00%	0.00%	0.00%
Total Separations	100.00%	40.00%	0.00%	40.00%

Professionals				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	3.17%	50.00%	0.00%	50.00%
Reginations	42.86%	74.07%	7.41%	3.70%
Enhanced Separation				
Retirement	30.16%	31.58%	5.26%	10.53%
Death				
Lay-off				
Termination without Rights	23.81%	60.00%	13.33%	20.00%
Total Separations	100.00%	57.14%	7.94%	11.11%

Agency Name: Agriculture

Separation Analysis

Data Range Dates: FY2020-FY2022

Note: ¹ The percentages by protected group within a separation type

Technicians				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	0.00%	0.00%	0.00%	0.00%
Reginations	20.00%	100.00%	0.00%	0.00%
Enhanced Separation				
Retirement	6.67%	100.00%	0.00%	0.00%
Death				
Lay-off				
Termination without Rights	73.33%	9.09%	0.00%	0.00%
Total Separations	100.00%	33.33%	0.00%	0.00%

Agency Name: Agriculture

Separation Analysis

Data Range Dates: FY2020-FY2022

Note: ¹ The percentages by protected group within a separation type

Para-Professionals	blank	blank	blank	blank
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification				
Reginations				
Enhanced Separation				
Retirement				
Death				
Lay-off				
Termination without Rights	100.00%	65.38%	0.00%	0.00%
Total Separations	100.00%	65.38%	0.00%	0.00%

Office/Clerical				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification				
Reginations	4.35%	0.00%	0.00%	0.00%
Enhanced Separation				
Retirement	17.39%	100.00%	0.00%	0.00%
Death				
Lay-off	4.35%	100.00%	0.00%	0.00%
Termination without Rights	73.91%	58.82%	35.29%	0.00%
Total Separations	100.00%	65.22%	26.09%	0.00%

Agency Name: Agriculture

Separation Analysis

Data Range Dates: FY2020-FY2022

Note: ¹ The percentages by protected group within a separation type

Service Maintenance				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification				
Reginations	14.67%	54.55%	0.00%	9.09%
Enhanced Separation				
Retirement	1.33%	100.00%	0.00%	0.00%
Death				
Lay-off				
Termination without Rights	84.00%	30.16%	3.17%	4.76%
Total Separations	100.00%	34.67%	2.67%	5.33%

Appendix C

Agency Name: Agriculture
Job Category Analysis: Listing of Job Titles
 Data as of: 6/12/2020

Officials/Administrators	
Job Code	Job Title
003003	Agronomy Asst Dir Environ Reg
008303	Asst Commr Agriculture
008102	Commissioner-Agriculture
008205	Deputy Commr Agriculture
003405	Human Resources Director 3
008748	Proj Functional Manager
003639	State Prog Admin Manager
003719	State Prog Admin Manager Prin
003679	State Prog Admin Manager Senior

Professionals	
Job Code	Job Title
000979	Accounting Officer Int
002390	Accounting Officer prin
000633	Accounting Officer Sr
003171	Agency Policy Spec
002867	Ag Advisor
002868	Ag Consultant
002869	Ag Program Supervisor
000974	Agric Specialist
002870	Agric Unit Supervisor
002117	Analytical Laboratory Spec
001478	Bacteriologist 2
000155	Bacteriologist Supervisor 2
002355	Bacteriology Laboratory Spec
000140	Buyer 1
000153	Chemist 1
001477	Chemist 2
003565	Dairy Inspector 1
003566	Dairy Inspector 2
000258	Educ Specialist 1
002502	Environmental Analyst 1
002503	Environmental Analyst 2
002504	Environmental Analyst 3
002506	Environmental Analyst Supv 2
000304	Food Inspection Supervisor
001016	Food Stndrds Compliance Office
001303	Grants Specialist
001304	Grants Specialist Sr
000652	Human Resources Consultant 1
000500	Human Resources Director 1
001423	Human Resources Specialist 2
000955	Hydrologist 1
000958	Hydrologist 2
000959	Hydrologist 3
001697	Hydrologist 4
000577	Information Officer 3
000814	International Trade Rep
003567	Interstate Milk Rating Officer
002661	Loan Officer Senior
003698	Loan Officer Supervisor
001528	Management Analyst 2
000893	Management Analyst 3
000634	Management Analyst 4
003730	Management Analyst Staff Spec
002376	Planner Intermediate
000510	Planner Principal State
000837	Planner Senior State
003005	Planning Program Supv
001548	Plant Health Specialist 1
001470	Plant Health Specialist 2
003236	Plant Health Specialist 3
001549	Plant Protection Prog Supv
008758	Proj Analyst
008756	Proj Consultant
008757	Proj Specialist
003393	Quality Services Supv
000659	Research Analysis Spec Sr
000607	Research Scientist 1
000608	Research Scientist 2
000609	Research Scientist 3
002687	Safety Administrator
002055	Soil Scientist 2
003604	State Prog Admin
003608	State Prog Admin Coordinator
003609	State Prog Admin Director

Appendix C

Agency Name: Agriculture
Job Category Analysis: Listing of Job Titles
Data as of: 6/12/2020

003605	State Prog Admin Intermediate
003607	State Prog Admin Prin
003606	State Prog Admin Sr
003712	State Prog Admin Supv Prin
000996	Training & Development Spec 3
000752	Veterinarian Senior

Appendix C

Agency Name: Agriculture
Job Category Analysis: Listing of Job Titles
Data as of: 6/12/2020

Technicians	
Job Code	Job Title
000774	Accounting Technician
000631	Area Terminal Produce Inspecto
000154	Chemist Aide
000753	Graphic Arts Specialist
000409	Laboratory Services Supervisor
000411	Medical Laboratory Tech 1
001994	Plant Industry Inspector 1
001995	Plant Industry Inspector 2
000850	Seed Analyst
003032	Seed Potato Specialist
003709	State Prog Admin Tech Spec
000323	Warehouse Examiner
002703	Warehouse Examiner Senior

Appendix C

Agency Name: Agriculture
Job Category Analysis: Listing of Job Titles
Data as of: 6/12/2020

Para-professionals	
Job Code	Job Title
000881	Human Resources Technician 1
001486	Human Resources Technician 2
008598	Student Worker Para Prof
008599	Student Worker Para Prof Sr

Appendix C

Agency Name: Agriculture
Job Category Analysis: Listing of Job Titles
Data as of: 6/12/2020

Office/Clerical	
Job Code	Job Title
003631	Central Svcs Admin Spec
003632	Central Svcs Admin Spec Inter
002102	Clerk Supervisor
000293	Exec 2
003104	Forensic Evidence Spec
003627	Office & Admin Specialist
003628	Office & Admin Specialist Int
003630	Office & Admin Specialist Prin
003629	Office & Admin Specialist Sr
003626	Office Specialist
008596	Student Worker Clerical

Appendix C

Agency Name: Agriculture
Job Category Analysis: Listing of Job Titles
Data as of: 6/12/2020

Service Maintenance	
Job Code	Job Title
000523	Agric Technician
000220	Dairy Inspection Supervisor
000434	Livestock Weigher 1
000435	Livestock Weigher 2

Appendix D**Agency Name: Agriculture****Feeder Jobs and Feeder Group Analysis****Data as of: 6/12/2020**

Officials/Administrators					
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
002869	professionals	Ag Prog Supervisor	41.18%	0.00%	0.00%
000500	professionals	Human Resoures Director 1	5.88%	0.00%	0.00%
003679	officials & administrators	State Program Admin Mgr Sr	17.65%	0.00%	0.00%
Total			64.71%	0.00%	0.00%

Appendix D**Agency Name: Agriculture****Feeder Jobs and Feeder Group Analysis****Data as of: 6/12/2020**

Professionals					
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000004	professionals	accounting officer			
000979	professionals	accounting officer intermediate	0.79%	0.39%	0.00%
000633	professionals	accounting officer senior	0.39%	0.00%	0.00%
000974	professionals	Agric Specialist	2.76%	0.39%	0.00%
002867	professionals	Agric Advisor	9.06%	2.36%	0.79%
002870	professionals	Agric Unit Supervisor	0.00%	0.79%	0.00%
002868	professionals	Agric Consultant (to ag prog supv/ SPA s	5.91%	1.18%	0.39%
001477	professionals	chemist 2 (to analytical lab spec)	0.39%	0.39%	0.00%
000153	professionals	chemist 1 (to 2)	0.79%	0.00%	0.00%
0003566	professionals	dairy inspect 1 (to2)	0.39%	0.00%	0.00%
002502	professionals	Environmental Analyst 1	0.39%	0.00%	0.00%
002503	professionals	Environmental Analyst 2	0.79%	0.00%	0.00%
002504	professionals	Environmental Analyst 3	0.00%	0.79%	0.00%
001303	professionals	Grants Specialist (to sr)	0.39%	0.00%	0.00%
000652	professionals	Human Resources Consultant 1 (to dir 1)	0.39%	0.00%	0.00%
001486	paraprofessionals	Human Resources Technician 2 (to hr spe	0.79%	0.00%	0.00%
000955	professionals	Hydrologist 1 (to 2)	1.18%	0.00%	0.39%
000958	professionals	Hydrologist 2 (to 3)	0.79%	0.00%	0.00%
000959	professionals	Hydrologist 3 (to 4)	0.79%	0.00%	0.00%
003566	professionals	Dairy Inspector 2 (instate rating officer)	2.36%	0.39%	0.00%
001528	professionals	Management Analyst 2 (to 3)	0.39%	0.00%	0.00%
Total			50.79%	9.06%	3.15%

Appendix D

Agency Name: Agriculture
Feeder Jobs and Feeder Group Analysis
Data as of: 6/12/2020

Technicians					
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
001995	technicians	Plant Industry Inspector 2 (area terminal	1.05%	0.00%	0.00%
000523	service maintenance	Agric Technician (PII 1)	25.26%	4.21%	2.11%
003627	administrative support	Office & Admin Specialist (SPATS)	1.05%	0.00%	0.00%
000323	technicians	Warehouse Examiner (to sr)	0.00%	0.00%	0.00%
001994	technicians	Plant Industry Inspector 1 (warehouse ex	4.21%	2.11%	0.00%
Total			46.32%	10.53%	6.32%

Appendix D

Agency Name: Agriculture
Feeder Jobs and Feeder Group Analysis
Data as of: 6/12/2020

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Agency Name: Agriculture
Feeder Jobs and Feeder Group Analysis
Data as of: 6/12/2020

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Agency Name: Agriculture
Feeder Jobs and Feeder Group Analysis
Data as of: 6/12/2020

Para-Professionals					
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000881	paraprofessionals	Human Resources Technician 1 (to 2)	100.00%	100.00%	0.00%
Total			100.00%	100.00%	0.00%

Appendix D**Agency Name: Agriculture****Feeder Jobs and Feeder Group Analysis****Data as of: 6/12/2020**

Office/Clerical					
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
003631	administrative support	Central Svcs Admin Spec (to int)	0.00%	0.00%	5.56%
003630	administrative support	Office & Admin Specialist Prin (exec 2)	11.11%	5.56%	0.00%
003627	administrative support	Office & Admin Specialist	5.56%	0.00%	0.00%
003626	administrative support	Office Specialist	0.00%	0.00%	0.00%
Total			83.33%	9.26%	27.78%

Appendix D

Agency Name: Agriculture
Feeder Jobs and Feeder Group Analysis
Data as of: 6/12/2020

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Agency Name: Agriculture
Feeder Jobs and Feeder Group Analysis
Data as of: 6/12/2020

Service Maintenance					
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
003565	professionals	dairy inspector 1 (dairy supv)	4.35%	0.00%	0.00%
003567	professionals	Interstate Milk Rating Officer (dairysupv)	4.35%	0.00%	0.00%
000434	service maintenance	Livestock Weigher 1 (2)	8.70%	0.00%	0.00%
Total			43.48%	4.35%	0.00%

Appendix E

Agency Name: Agriculture

Determining Availability

(note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Officials/Administrators									
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	90.00%	33.20%	5.40%	2.60%	29.88%	4.86%	2.34%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: Minnesota COC and COC Title: 0020 (General and operations managers)	Some of these positions are politically appointed. The other positions will typically be announced competitively.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	10.00%	64.71%	0.00%	0.00%	6.47%	0.00%	0.00%		
The value of weight must equal to 100.00% →	100.00%	Final Avail %			36.35%	4.86%	2.34%		

Professionals									
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	65.00%	51.00%	14.60%	3.80%	33.15%	9.49%	2.47%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: MINNESOTA SOC and SOC Title: 19-000 (Life, Physical, and Social Science Occupations)	Based on the knowledge of our staffing team, the 35% internal and 65% external percentages were used for our weight ratios.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	35.00%	50.79%	9.06%	3.15%	17.78%	3.17%	1.10%		
The value of weight must equal to 100.00% →	100.00%	Final Avail %			50.93%	12.66%	3.57%		

Technicians									
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	90.00%	0.5055	0.121	0.0765	45.50%	10.89%	6.89%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: MINNESOTA COC and COC Title: 1900 & 0960 (Agricultural and food science technicians & Other financial specialists) we used and averaged for our higher counts of employees within the classifications.	The MDA has three classifications within the technicians category that are typically promoted into. The remaining job classifications are mostly hired externally.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	10.00%	46.32%	10.53%	6.32%	4.63%	1.05%	0.63%		
The value of weight must equal to 100.00% →	100.00%	Final Avail %			50.13%	11.94%	7.52%		

Appendix E

Agency Name: Agriculture

Determining Availability

(note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Para-Professionals									
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	80.00%	0.627	0.149	0.0585	50.16%	11.92%	4.68%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: MINNESOTA COC and COC Title: 0630(Human resources workers) & 1970 (Other life, physical, and social science technicians)	The weight percentages are based on the classifications that can be promoted into internally (HR tech 2) vs. the classifications we hire externally (70% of these para-professionals classifications were student workers).
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	20.00%	#####	100.00%	0.00%	20.00%	20.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %			70.16%	31.92%	4.68%		

Appendix E

Agency Name: Agriculture

Determining Availability

(note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Office/Clerical									
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	66.00%	0.84	0.151	0.053	55.44%	9.97%	3.50%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: MINNESOTA COC and COC Title: 5860(Office clerks, general)	A majority of our classifications in the office/ technicians categories are hired externally with some being promoted.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	34.00%	83.33%	9.26%	27.78%	28.33%	3.15%	9.44%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %			83.77%	13.11%	12.94%		

Service Maintenance									
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	95.00%	0.485	0.047	0.093	46.08%	4.47%	8.84%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: MINNESOTA COC and COC Title: 1900 (Agricultural and food science technicians)	Based on the review and knowledge of our staffing team, the 5% internal and 95% external percentages were used for our weight ratios.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	5.00%	43.48%	4.35%	0.00%	2.17%	0.22%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %			48.25%	4.68%	8.84%		

Agency Name: Agriculture

Utilization Analysis:

Comparing Incumbency to Availability, Establishing Placement Goals, and Timetable

FEMALES				
Job Categories	% of Female Employees in the Job Category	Female Availability %	Female Establish Goals?	If Yes, Goals for FY 2020-2022
Officials/Administrators	43.48%	36.35%		
Professionals	52.64%	50.93%		
Technicians	34.15%	50.13%	Yes	50.13%
Para-Professionals	80.00%	70.16%	Monitor	
Office/Clerical	88.89%	83.77%		
Service Maintenance	38.89%	48.25%	Yes	48.25%
Totals	51.40%			

RARICAL/ETHNIC MINORITIES				
Job Categories	% of Racial/Ethnic Minority Employees in the Job Category	Racial/Ethnic Minority Availability %	Racial/Ethnic Minority Establish Goals?	If Yes, Goals for FY 2020-2022
Officials/Administrators	4.35%	4.86%	Monitor	
Professionals	9.07%	12.66%	Yes	12.66%
Technicians	14.63%	11.94%		
Para-Professionals	10.00%	31.92%	Yes	31.92%
Office/Clerical	22.22%	13.11%		
Service Maintenance	5.56%	4.68%	Monitor	
Totals	9.47%			

INDIVIDUALS WITH DISABILITIES				
Job Categories	% of Individuals with Disabilities Employees in the Job Category	Individuals with Disabilities State Goals %	Individuals with Disabilities Establish Goals?	If Yes, Goals for FY 2020-2022
Officials/Administrators	4.35%	2.34%	Monitor	
Professionals	3.78%	3.57%	Monitor	
Technicians	0.00%	7.52%	Yes	7.52%
Para-Professionals	0.00%	4.68%	Monitor	
Office/Clerical	18.52%	12.94%		
Service Maintenance	2.78%	8.84%	Yes	8.84%
Totals	4.04%			