



MINNESOTA STATE

Minnesota State

System Office

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

Minnesota State System Office

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To request an alternative format of this document, please contact Desiree.Clark@minnstate.edu

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Statement of Commitment

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

This statement reaffirms Minnesota State System Office 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 system office 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 accommodations to employees and applicants with disabilities.
- This system office 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 system office 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 system office will expect all employees to perform their job duties in a manner that promotes equal opportunity for all.

It is the system office'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:
Chancellor: Devinder Malhotra
3D55C8205D7441...

Date Signed: 9/17/2021 | 10:23:49 AM CDT

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			X
Professionals			
Technicians			
Office/Clericals			

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

Affirmative Action Officer or Designee: Desiree Clark Date Signed: 9/15/2021

Human Resources Director or Designee: Deb Gehlke Date Signed: 7-19-2021

Chancellor: [Signature] Date Signed: 9/21/2021

Organizational Profile

Minnesota State is Minnesota's largest higher education provider and the fourth largest system of public two-year and four-year colleges and universities in the nation.

We fulfill our promise by being places of hope and opportunity where all Minnesotans can create better futures for themselves, their families, and their communities. We believe every Minnesotan — regardless of age, economic status, cultural background, disability, immigration status, or place of residence — deserves the opportunity for an excellent education. We take pride in the number of Minnesotans we serve — not the number of applicants we turn away. It is our collective commitment to this promise that makes us who we are.

Individuals Responsible for Directing/Implementing the Affirmative Action Plan

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

A. Chancellor

Responsibilities

The Chancellor is responsible for establishing an Affirmative Action Program, including goals, timetables, and compliance with all federal and state laws and regulations. Quarterly, the Chancellor reports the system office'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 Chancellor include, but are not limited to:

- Appoint the Affirmative Action Officer or designee and include accountability for the administration of the system office'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 to all employees.
- Make decisions and changes in policies, procedures or physical accommodations as needed to implement effective affirmative action in the college/university.
- Actively promote equal employment opportunity and incorporate diversity and inclusion principles in annual business plans, strategic plans, and the college/university'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 college/university directors, managers, and supervisors include responsibility statements to support affirmative action, equal opportunity, diversity, and/or cultural responsiveness in their position descriptions and annual objectives.
- Comply with state-wide and college/university anti-discrimination and anti-harassment policies.

Accountability

The Chancellor is accountable directly to the Minnesota State Colleges & Universities Board of Trustees and indirectly to the Commissioner of MMB for affirmative action matters.

Name of individual(s) responsible

Name: Devinder Malhotra

Email: Devinder.Malhotra@MinnState.edu

Title: Chancellor

Phone: 651-201-1696

B. Affirmative Action Officer

Responsibilities

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

Duties

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

- Develop and administer the system office's Affirmative Action Plan.
- Develop and set system office -wide affirmative action hiring goals.
- Monitor system office compliance and fulfill all affirmative action reporting requirements.
- Disseminate the affirmative action policy to employees in the system office.
- Inform the Commissioner on progress of affirmative action and equal opportunity goals and report potential concerns.
- Act as the affirmative action liaison between the system office, MMB, and the Governor's Office.
- Determine the need for affirmative action training within the agency. 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 system office.

- Support and recruit racial/ethnic minorities, individuals with disabilities, and females for employment, promotion, and training opportunities.
- Manage the system office'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 Chancellor 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 Americans with Disabilities Act Title I and Title II.
- 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.
- Oversee the administration of the System Office Diversity Recruitment program.
- Comply with state-wide and system office anti-discrimination and anti-harassment policies.

Accountability

The Affirmative Action Officer is accountable to the Vice Chancellor of Human Resources for program impacts and for ongoing program activities and direction. The Affirmative Action Officer oversees the administration of ADA Title II, manages diversity and inclusion initiatives, and other equal opportunity related matters. In addition, the AAO ensures that aggregate 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: Desiree' Clark

Email: Desiree.Clark@MinnState.edu

Title: Civil Rights/Title IX Compliance Officer

Phone: 651-201-1417

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 system office'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 system office's diversity or 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 system office's recruitment team at their work locations.
- Comply with the statewide and system office anti-discrimination and anti-harassment policies.

Accountability

The Affirmative Action Designee is accountable indirectly to the Vice Chancellor of Human Resources on matters pertaining to Affirmative Action and Equal Opportunity.

Name of individual(s) responsible

Name: Deb Gehrke

Email: Deb.Gehrke@MinnState.edu

Title: HR Director

Phone: 651-201-1664

D. Human Resources Director or Designee(s)

Responsibilities

The Human Resources Office is responsible for ensuring equitable and uniform administration of all personnel policies.

Human Resources (HR) Director is responsible, in conjunction with the agency ADA Coordinator, for ensuring timely responses to all Americans with Disabilities Act (ADA) requests for reasonable accommodations to remove barriers to equal employment opportunity with the system office. The HR Director is responsible for assisting managers and supervisors in human resource 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 Director include, but are not limited to:

- Maintain effective working relationships with the system office Affirmative Action Officer 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, the Affirmative Action Officer, and HR staff in the creation of supported worker positions. These positions help reduce system office 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 state-wide and system office anti-discrimination and anti-harassment policies.

Accountability

HR staff are accountable to the HR Directors or Designees.

Name of individual(s) responsible

Name: Jessica White

Email: Jessica.White@MinnState.edu

Title: Assistant HR Director

Phone: 651-201-1845

E. Americans with Disabilities Act Title I Coordinator

Responsibilities

The Americans with Disabilities Act (ADA) Title I Coordinator is responsible for ensuring the system office'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:

- Provide guidance, coordination, and direction to system office management on the ADA. The system office develops and implements policies, procedures, and practices to ensure system office employment practices and programs are accessible and nondiscriminatory.
- Provide training, technical guidance, and consultation to system office 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 system office 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 state-wide and system office anti-discrimination and anti-harassment policies.

Accountability:

The ADA Title I Coordinator is accountable to Vice Chancellor of Human Resources

Name of individual(s) responsible

Name: Deb Gehrke

Email: Deb.Gehrke@MinnState.edu

Title: HR Director

Phone: 651-201-1664

F. Americans with Disabilities Act Title II Coordinator

Responsibilities

The Americans with Disabilities Act (ADA) Title II Coordinator is responsible ensuring the system office'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:

- Provide guidance, coordination, and direction to system office management on the ADA. The system office develops and implements policies, procedures, and practices to ensure system office employment practices and programs are accessible and nondiscriminatory.
- Provide training, technical guidance, and consultation to the system office'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 system office 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 system office 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 system office.
 - Document this review and reported in the State ADA Annual Report.
- Comply with state-wide and system office anti-discrimination and anti-harassment policies.

Accountability:

The ADA Title II Coordinator is accountable to the Vice Chancellor of Human Resources.

Name of individual(s) responsible

Name: Deb Gehrke

Email: Deb.Gehrke@MinnState.edu

Title: HR Director

Phone: 651-201-1664

H. Senior Managers and Facility Executive Team Leaders

Responsibilities

System office senior managers and executive team leaders are responsible for implementing all aspects of the system office Affirmative Action Plan and the system office'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 system office.
- 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 system office'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 statewide and system office anti-discrimination and anti-harassment policies.

Accountability

Senior managers and executive team leaders are accountable directly to the appropriate Chancellor, Vice Chancellor, Provost, etc.

Name of individual(s) responsible

Name: Devinder Malhotra

Email: Devinder.Malhotra@MinnState.edu

Title: Chancellor

Phone: 651-201-1696

I. All Employees

Responsibilities

All employees are responsible for conducting themselves in accordance with the State of Minnesota and Minnesota State College and University'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 system office'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 state-wide and system office anti-discrimination and anti-harassment policies.

Accountability:

Employees are accountable to their designated supervisor and indirectly to the system office'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 system office 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 employee's responsibility to support and implement equal opportunity and affirmative action.
- **Intranet.** The system office's Affirmative Action Plan is available to all employees on the system office's internal website at <https://mnsu.sharepoint.com/sites/connect/SitePages/topic.aspx?topicID=134&state=about> and in print to anyone who requests it. As requested, the system office will make the plan available in alternative formats.
- **Printed copy.** A physical copy of the system office's Affirmative Action Plan is available to employees at the following address:

Minnesota State System Office
Human Resources
30 7th St. E., Suite 350
St. Paul, MN 55101
- **Signage.** Nondiscrimination and equal opportunity statements and posters are prominently displayed in areas frequently used by employees.

External Methods of Communication

- **Public website.** The system office's Affirmative Action Plan is available on the system office's public website at <https://minnstate.edu/system/working/index.html>. Printed copies are available to anyone who requests it. As requested, the system office will make the plan available in alternative formats.
- **Equal opportunity employer language.** The system office's website homepage, letterhead, publications, and all job postings, includes the statement "Minnesota State System Office is an equal opportunity employer." The system office 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 Minnesota State System Office 's Affirmative Action Plan is available to contractors, vendors, and members of the public at the following address:

Minnesota State System Office
Human Resources
30 7th St. E., Suite 350
St. Paul, MN 55101

Job Category Analysis

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

The system office 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 system office. 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 system office.

The system office 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 system office used the American Community Survey statistical data for external availability and feeder job statistics of employees for internal availability. For affirmative action purposes, “feeder job” means staffed positions within the system office 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 system office’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 system office.

Through the utilization and availability analysis, the system office has determined which job categories are underutilized for females, racial/ethnic minorities, and individuals with disabilities in the system office 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 system office 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 system office makes good faith efforts to remove barriers to equal employment opportunity.

The system office 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 system office will proactively make good faith efforts to recruit external qualified protected groups. The system office 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 college/university will take to address these hiring goals will be described in Corrective Actions and Action-Oriented Programs section.

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	IWD Establish Goals?	IWD If Yes, Goals for FY 2020- 2022
Officials/Administrators	<i>Blank</i>	<i>Blank</i>	<i>Monitor</i>	<i>Blank</i>	<i>Yes</i>	<i>4.65%</i>
Professionals	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>
Technicians	<i>Monitor</i>	<i>Blank</i>	<i>Monitor</i>	<i>Blank</i>	<i>Monitor</i>	<i>Blank</i>
Office/Clerical	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>	<i>Blank</i>

The system office determined the recruitment area to be statewide for Officials/Administrator categories to be nationwide, all Professional job categories statewide, and Office/Clerical and Technician categories to be metropolitan wide. In conducting its underutilization analysis, the system office used the **two-factor** analysis.

Underutilization Analysis worksheets are attached in the appendix.

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 system office's monitoring practices, the system office evaluated if it met the hiring goal(s) established in the prior Affirmative Action Plan (refer to **Appendix A. Progress Report**).

Women:

The system office has improved in the Professionals job category and met the goal established for 2018-2020 plan years in the categories of Officials/Administrators and Office/Clerical. We remained the same the technician category and will continue to monitor it. We encouraged IT to do some outreach to women and minorities in technology and it has paid off with more females hired in the last two years, then in the previous reporting periods. While we did not meet the goal in the previous AAP, we have increased the hiring and promotion of women. We have also made a concerted effort to get more women in our professional pools by doing more personal recruiting. We will continue to meet with our hiring supervisors and continue to add underrepresented persons that meet minimum qualifications to the interview pools.

Minorities:

The system office minority population has improved in all job categories: Officials/Administrators, Professionals, Office/Clerical and Technicians. We have been meeting with hiring authorities prior to the hire, reviewed their candidate pools and offered suggestions to broaden the pool when underutilization existed.

Individuals with Disabilities:

At the system office, the population of individuals with disabilities has improved in the following job categories: Professionals and has not improved in the following job categories: Officials/Administrators, Technicians and Office/Clerical. The system office continues to recruit persons with disabilities through the Connect 700 Program, however, have struggled the candidates meeting our minimum qualifications. We will continue encourage our individuals with disabilities to report it so that we have a more accurate number.

Veterans:

At the system office, the population of veterans has improved in the following job categories: Officials/Administrators and Professional categories and has not improved in the following job categories: Office/Clerical and Technicians. Most of our hiring has centered around the two job categories that have improved. We have had very limited hiring in the Technicians hiring and the Office/Clerical hiring.

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 system office's workforce that require further monitoring appear in the "Establish Goals?" column as:

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

Collective Action and Action Oriented Programs will be followed to address the identified placement goal(s).

Minorities:

While we are not underutilized in minorities in any of our job categories, we will need to monitor the Officials/Administrators category. We had the highest percent of minority resignations and transfers in this category. Technicians is another area to monitor, however, these positions are limited and become vacant infrequently. We will continue to work hard to advance our goal of achieving a workforce that resembles our student population.

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 95 separations in total. Of those separations, 31 employees separated due to retirement. The retirement percentage is 32.63% (31 divided by 95).

2. The “percentage type¹” indicates percentages by protected group within a separation type. For example, there were 31 separations by retirement in total. Of those separations, 18 were female employees. The female retirement separation is 56.06% (18 divided by 31).

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

The system office’s Affirmative Action Program is designed to implement the provisions of this Affirmative Action Plan and meet requirements found in Minnesota Statutes, section 43A.191 Subdivision 2. These Action-Oriented Programs are carried out throughout this Affirmative Action Plan period.

Corrective Actions

This section identifies ways the system office 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 system office 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 “Personnel Activities” sections.

Table 2. Areas of Further Monitoring and Corrective Actions

Areas for Further Monitoring	Corrective Actions
<i>Officials/Managers</i> <ul style="list-style-type: none"> • Individuals with Disabilities (IWD) are underutilized • Veterans are underutilized. 	<ul style="list-style-type: none"> • Encourage current employees to update their disability status when it changes. Create postings that make candidates feel comfortable disclosing disability status on applications or at the time of hire. • Continue working with the Beyond the Yellow Ribbon organization and DEED’s Veteran service and attend Veteran job fairs.
<i>Professionals</i> <ul style="list-style-type: none"> • Females <p>Data shows that professional females disproportionately leave voluntarily by resignation.</p>	<ul style="list-style-type: none"> • While we are not underutilized in professional women, there is a retention concern. We will do more research to find the reason why more professional women are resigning and then develop a retention plan.

Other Action-Oriented Programs

This section provides an overview of the system office'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

Recruitment barrier identified for persons with disabilities in Officials/Administrators:

The system office has not had a lot of people self-identify that they have a disability. The system office will encourage our existing staff with disabilities to self-report on the state self-service website.

Future Evaluation:

Each quarter, the system office will assess the demographics of the applicant pools for posted positions in the Officials/Administration and Professional job categories. After one year, the progress will be assessed, and the program objectives may be modified.

Past Evaluation:

While we had growth of individuals with disabilities in the Professional category, we had no growth in the other categories. We did evaluate this within the last year and encouraged managers to view and meet with Connect 700 candidates prior to other candidates.

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

- Unwillingness of employees to self-identify, including individuals with disabilities. This will affect the representation of employees in this protected group.
- Lack of qualified candidates through the Connect 700 program.

Recruitment and Processes

The system office 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:

- Actively recruit for persons with disabilities by encouraging recruitment in professional organizations and at conferences
- Collaborate with our search firms to encourage persons with disabilities to apply and self-identify.
- Analyze minimum and preferred qualifications which may create barriers for persons with disabilities and educate the hiring managers on requires vs. wants.
- Review all applicant and interview pools for diversity measures and encourage search committees to interview those candidates that meet the minimum qualifications that fit the underutilized or monitor areas.

- Advertise jobs on the Higher Education Recruitment Consortium (HERC) website to increase applications of qualified individuals. HERC shares their postings with approximately 100 other websites.
- Participate in the following additional job fairs to recruit females, racial/ethnic minorities, and individuals with disabilities:
 - DEED Job Fairs
 - Semi-annual People of Color Career Fair
- 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 publish recruitment media depicting individuals that represent protected groups.
- Review/evaluate job postings to eliminate non-inclusive language.

Persons Responsible:

- Jessica White
- Sarah Homuth-Goar

Retention

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

There has been significant voluntary separation of Professional females during the last plan year. To mitigate separations of females, we will:

- Conduct exit interviews; analyze the data; and address identified concerns.
- Create an inclusive workplace by providing frequent training and modeling appropriate workplace behavior.
- Create and conduct new hire surveys at 30 days, 60 days, and 90 days.
- Create and conduct Stay Interviews to new employees at six months, 12 months and 18 months.

Persons Responsible: Deb Gehrke

Training

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

- Work with Equity and Inclusion on bringing back the Passport Program. This was very successful when it was in place.
- Announce training opportunities to all employees.
- Promote Equity and Inclusions webinars.
- Broadly announce all promotion and transfer opportunities.
- Provide unconscious bias training to all employees.
- Ensure all new hires receive inclusive workplace e-learning training.

Persons Responsible: Deb Gehrke

Methods of Auditing, Evaluating, and Reporting Program Success

Pre-Employment Review Procedure/Monitoring the Hiring Process

The system office will evaluate its selection process to determine if its requirements unnecessarily screen out a disproportionate number of women, minorities, or individuals with disabilities. The system office will use the monitoring the hiring process form for every hire to track the number of women, minorities, individuals with disabilities and veterans in each stage of the selection process. Directors, managers, and supervisors will work closely with human resources and the Affirmative Action Officer in reviewing the requirements for the position, posting the position, and selection and interviewing to ensure that equal opportunity and affirmative action is carried out. Directors, managers, and supervisors will be asked to document their hiring decisions and equal opportunity professionals will review for bias.

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

When candidates are invited to participate in the selection process, employees scheduling the selection process will describe the process format to the candidate (*e.g.*, interview process, testing process). All candidates will be provided information regarding the procedure to request reasonable accommodations 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 may need a reasonable accommodation in advance of the selection process.

All personnel involved in the selection process will be trained and accountable for the system office'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 system office's human resources office, shall be responsible for reviewing all pending layoffs to determine their effect on the system office's affirmative action goals and timetables.

If it is determined that there is an adverse impact on protected groups, the system office 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 system office will determine if other alternatives are available to minimize the impact on protected groups.

Other Methods of Program Evaluation

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

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

The system office also evaluates the Affirmative Action Plan on a quarterly basis in the following ways and intervenes when necessary:

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

Policies, Procedures, and Notice

A. Minnesota State's Equal Opportunity and Non-discrimination in Employment and Education Policy, Board Policy 1B.1

Part 1. Policy Statement.

Subpart A. Equal opportunity for students and employees. Minnesota State Colleges and Universities has an enduring commitment to enhancing Minnesota's quality of life by developing and fostering understanding and appreciation of a free and diverse society and providing equal opportunity for all its students and employees. To help effectuate these goals, Minnesota State Colleges and Universities is committed to a policy of equal opportunity and nondiscrimination in employment and education.

Subpart B. Nondiscrimination. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, or gender expression. In addition, discrimination in employment based on familial status or membership or activity in a local commission as defined by law is prohibited.

Harassment on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or familial status is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

This policy is directed at verbal or physical conduct that constitutes discrimination /harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Minnesota State Colleges and Universities will give due consideration to an individual's constitutionally protected right to free speech and academic freedom. However, discrimination and harassment are not within the protections of academic freedom or free speech.

The system office, colleges, and universities shall maintain and encourage full freedom, within the law, of expression, inquiry, teaching and research. Academic freedom comes with a responsibility that all members of our education community benefit from it without intimidation, exploitation or coercion.

This policy shall apply to all individuals affiliated with Minnesota State Colleges and Universities, including but not limited to, its students, employees, applicants, volunteers, agents, and Board of Trustees, and is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation or reprisal. Individuals who violate this policy shall be subject to disciplinary or other corrective action.

This policy supersedes all existing system, college, and university equal opportunity and nondiscrimination policies.

Part 2. Definitions.

Subpart A. Consensual Relationship. Consensual relationship means a sexual or romantic relationship between two persons who voluntarily enter into such a relationship. Employees who are members of the same household should also refer to the Board Policy 4.10, of Trustees Nepotism policy 4.10.

Subpart B. Discrimination. Discrimination means conduct that is directed at an individual because of his or her protected class and that subjects the individual to different treatment by agents or employees so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by the system or colleges and universities or otherwise adversely affects the individual's employment or education.

Subpart C. Discriminatory harassment. Discriminatory harassment means verbal or physical conduct that is directed at an individual because of his or her protected class, and that is sufficiently severe, pervasive, or persistent so as to have the purpose or effect of creating a hostile work or educational environment.

As required by law, Minnesota State Colleges and Universities further defines sexual harassment as a form of sexual discrimination which is prohibited by state and federal law. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, evaluation of a student's academic performance, or term or condition of participation in student activities or in other events or activities sanctioned by the college or university; or
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions or other decisions about participation in student activities or other events or activities sanctioned by the college or university; or
3. Such conduct has the purpose or effect of threatening an individual's employment; interfering with an individual's work or academic performance; or creating an intimidating, hostile, or offensive work or educational environment.

Subpart D. Employee. Employee means any individual employed by Minnesota State Colleges and Universities, including all faculty, staff, administrators, teaching assistants, graduate assistants, residence directors and student employees.

Subpart E. Protected class. For purposes of this policy:

1. Protected class includes race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, or gender

expression. In addition, familial status and membership or activity in a local human rights commission are protected classes in employment.

2. This policy prohibits use of protected class status as a factor in decisions affecting education and employment where prohibited by federal or state law.

Subpart F. Retaliation. Retaliation includes, but is not limited to, intentionally engaging in any form of intimidation, reprisal or harassment against an individual because he or she:

- a. Made a complaint under this policy;
- b. Assisted or participated in any manner in an investigation, or process under this policy, regardless of whether a claim of discrimination or harassment is substantiated;
- c. Associated with a person or group of persons who are disabled or are of a different race, color, creed, religion, sexual orientation, gender identity, gender expression, or national origin; or
- d. Made a complaint or assisted or participated in any manner in an investigation or process with the Equal Employment Opportunity Commission, the U.S. Department of Education Office for Civil Rights, the Minnesota Department of Human Rights or other enforcement agencies, under any federal or state nondiscrimination law, including the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Minnesota Human Rights Act, Minn. Stat. Ch. 363A, and their amendments.

Retaliation may occur whether or not there is a power or authority differential between the individuals involved.

Subpart G. Sexual harassment and violence as sexual abuse. Under certain circumstances, sexual harassment or violence may constitute sexual abuse according to Minnesota law. In such situations, the system office and colleges and universities shall comply with the reporting requirements in Minnesota Statutes Section 626.556 (reporting of maltreatment of minors) and Minnesota Statutes Section 626.557 (Vulnerable Adult Protection Act). Nothing in this policy will prohibit any college or university or the system office from taking immediate action to protect victims of alleged sexual abuse. Board Policy 1B.3 Sexual Violence addresses sexual violence.

Subpart H. Student. For purposes of this policy, the term “student” includes all persons who:

1. Are enrolled in one or more courses, either credit or non-credit, through a college or university;
2. Withdraw, transfer or graduate, after an alleged violation of the student conduct code;
3. Are not officially enrolled for a particular term but who have a continuing relationship with the college or university;
4. Have been notified of their acceptance for admission or have initiated the process of application for admission or financial aid; or
5. Are living in a college or university residence hall although not enrolled in, or employed by, the institution.

Part 3. Consensual Relationships. An employee of Minnesota State Colleges and Universities shall not enter into a consensual relationship with a student or an employee over whom he or she exercises direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority or influence. In the event a relationship already exists, each college and university and system office shall develop a procedure to reassign evaluative authority as may be possible to avoid violations of this policy. This prohibition does not limit the right of an employee to make a recommendation on personnel matters concerning a family or household member where the right to make recommendations on such personnel matters is explicitly provided for in the applicable collective bargaining agreement or compensation plan.

Part 4. Retaliation. Retaliation as defined in this policy is prohibited in the system office, colleges and universities. Any individual subject to this policy who intentionally engages in retaliation shall be subject to disciplinary or other corrective action as appropriate.

Part 5. Policies and procedures. The chancellor shall establish procedures to implement this policy. The equal opportunity and nondiscrimination in employment and education policy and procedures of colleges and universities shall comply with Board Policy 1B.1 and Procedure 1B.1.1.

B. Minnesota State's Report/Complaint of Discrimination/Harassment Investigation and Resolution, System Procedure 1B.1.1

Part 1. Purpose and applicability.

Subpart A. Purpose. This procedure is designed to further implement Minnesota State Colleges and Universities policies relating to nondiscrimination by providing a process through which individuals alleging violation of Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education may pursue a complaint. This includes allegations of retaliation, or discrimination or harassment based on sex, race, age, disability, color, creed, national origin, religion, sexual orientation, gender identity, gender expression, marital status, or status with regard to public assistance. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited.

Subpart B. Applicability. This procedure shall apply to all individuals affiliated with Minnesota State Colleges and Universities, including its students, employees, and applicants for employment, and is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation/reprisal. Individuals who violate this procedure shall be subject to disciplinary or other corrective action.

A single act of discrimination or harassment may be based on more than one protected class status. For example, discrimination based on anti-Semitism may relate to religion, national origin, or both; discrimination against a pregnant woman might be based on sex, marital status, or both; discrimination against a transgender or transsexual individual might be based on sex or sexual orientation.

Not every act that may be offensive to an individual or group constitutes discrimination or harassment. Harassment includes action beyond the mere expression of views, words, symbols or thoughts that another individual finds offensive. To constitute a violation of Board Policy 1B.1, conduct must be considered sufficiently serious to deny or limit a student's or employee's ability to participate in or benefit from the services, activities, or privileges provided by Minnesota State Colleges and Universities.

Subpart C. Scope. This procedure is not applicable to allegations of sexual violence; allegations of sexual violence are handled pursuant to Board Policy 1B.3 Sexual Violence and System Procedure 1B.3.1. In addition, harassment and discrimination complaints not arising from alleged violations of Board Policy 1B.1, are to be addressed under other appropriate policies and established practices.

Part 2. Definitions. The definitions in Board Policy 1B.1 also apply to this procedure.

Subpart A. Designated officer. Designated officer means an individual designated by the Chancellor or chancellor to be primarily responsible for conducting an initial inquiry, determining whether to proceed with an investigation under this procedure, and investigating or coordinating the investigation of reports and complaints of discrimination/harassment in accordance with this procedure.

Prior to serving as the designated officer, the individual must complete investigator training provided by the system office.

Subpart B. Decisionmaker. Decisionmaker means a high level administrator designated by the Chancellor or chancellor to review investigative reports, to make findings whether Board Policy 1B.1 has been violated based upon the investigation, and to determine the appropriate action for the institution to take based upon the findings.

Prior to serving as a decisionmaker for complaints under this procedure, administrators must complete decisionmaker training provided by the system office.

Subpart C. Retaliation. Retaliation is as defined in Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education policy

Part 3. Consensual relationships. Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education prohibits consensual relationships between an employee and a student or another employee over whom he or she exercises direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority or influence, whether or not both parties appear to have consented to the relationship, except as noted.

Examples of prohibited consensual relationships include, but are not limited to:

- An employee and a student if the employee is in a position to evaluate or otherwise significantly influence the student's education, employment, housing, participation in athletics, or any other college or university activity (employee includes, for example, graduate assistants, administrators, coaches, advisors, program directors, counselors and residence life staff);

- A faculty member and a student who is enrolled in the faculty member's course, who is an advisee of the faculty member, or whose academic work is supervised or evaluated by the faculty member; and
- A supervisor and an employee under the person's supervision.

A faculty member or other employee is prohibited from undertaking a romantic or sexual relationship or permitting one to develop with a student or supervisee who is enrolled in the person's class or is subject to that person's supervision or evaluation.

If a consensual, romantic or sexual relationship exists between an employee and another individual and subsequent events create a supervisor/supervisee, faculty/student or similar relationship between them, the person with evaluative or supervisory authority is required to report the relationship to his or her supervisor so that evaluative functions can be reassigned if possible.

This procedure does not cover consensual relationships between individuals that do not require one to exercise direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority or influence over the other.

This prohibition does not limit the right of an employee to make a recommendation on personnel matters concerning a person with whom they have a consensual relationship where the right to make recommendations on such personnel matters is explicitly provided for in the applicable collective bargaining agreement or compensation plan.

Part 4. Reporting incidents of discrimination/harassment

Subpart A. Reporting an incident. Any individual who believes she or he has been or is being subjected to conduct prohibited by Board Policy 1B.1 is encouraged to report the incident to the designated officer. The report/complaint should be brought as soon as possible after an incident occurs.

Any student, faculty member or employee who knows of, receives information about or receives a complaint of discrimination/harassment is strongly encouraged to report the information or complaint to the designated officer of the system office, college, or university.

Subpart B. Duty to report. Administrators and supervisors shall refer allegations of conduct that they reasonably believe may constitute discrimination or harassment under Board Policy 1B.1 to the designated officer, or in consultation with the designated officer may inquire into and resolve such matters.

Subpart C. Reports against a Chancellor. A report/complaint against a Chancellor of a college or university shall be filed with the system office. However, complaints against a Chancellor shall be processed by the college or university if the Chancellor's role in the alleged incident was limited to a decision on a recommendation made by another administrator, such as tenure, promotion or non-renewal, and the Chancellor had no other substantial involvement in the matter.

Subpart D. Reports against system office employees or Board of Trustees. For reports/complaints that involve allegations against system office employees, the responsibilities identified in this

procedure as those of the Chancellor are the responsibilities of the chancellor. Reports/complaints that involve allegations against the chancellor or a member of the Board of Trustees shall be referred to the chair or vice chair of the Board for processing. Such reports/complaints may be assigned to appropriate system personnel or outside investigatory assistance may be designated.

Subpart E. False statements prohibited. Any individual who is determined to have provided false information in filing a discrimination report/complaint or during the investigation of such a report/complaint may be subject to disciplinary or corrective action.

Subpart F. Withdrawn complaints. If a complainant no longer desires to pursue a complaint, the system office, colleges, and universities reserve the right to investigate and take appropriate action.

Part 5. Right to representation. In accordance with federal law and applicable collective bargaining agreement and personnel plan language, represented employees may have the right to request and receive union representation during an investigatory meeting.

Nothing in this procedure is intended to expand, diminish or alter in any manner whatsoever any right or remedy available under a collective bargaining agreement, personnel plan or law. Any disciplinary action imposed as a result of an investigation conducted under this procedure will be processed in accordance with the applicable collective bargaining agreement or personnel plan.

Part 6. Investigation and Resolution. The system office, college or university has an affirmative duty to take timely and appropriate action to stop behavior prohibited by Board Policy 1B.1, conduct investigations and take appropriate action to prevent recurring misconduct.

Subpart A. Personal resolution. This procedure neither prevents nor requires the use of informal resolution by an individual who believes he or she has been subject to conduct in violation of Board Policy 1B.1. In such a situation, the individual should clearly explain to the alleged offender as soon as possible after the incident that the behavior is objectionable and must stop. If the behavior does not stop or if the individual believes retaliation may result from the discussion, the individual should report to the designated officer. Under no circumstance shall an individual be required to use personal resolution to address prohibited behaviors.

Subpart B. Information privacy. Confidentiality of information obtained during an investigation cannot be guaranteed; such information, however, will be handled in accordance with applicable federal and state data privacy laws.

Subpart C. Processing the complaint. The designated officer must be contacted in order to initiate a report/complaint under this procedure. The scope of the process used in each complaint/report shall be determined by the designated officer based on the complexity of the allegations, the number and relationship of individuals involved, and other pertinent factors.

1. **Jurisdiction.** The designated officer shall determine whether the report/complaint is one which should be processed through another system office, college or university procedure available to the complainant; if appropriate, the designated officer shall direct the complainant to that procedure as soon as possible.

2. Conflicts. The designated officer should identify to the president or chancellor/designee any real or perceived conflict of interest in proceeding as the designated officer for a specific complaint. If the president or chancellor/designee determines that a conflict exists, another designated officer shall be assigned.
3. Information provided to complainant. At the time the report/complaint is made, the designated officer shall:
 - a) Inform the complainant of the provisions of the Board Policy 1B.1 and this procedure;
 - b) Provide a copy of or Web address for Board Policy 1B.1 and this procedure to the complainant;
 - c) Determine whether other individuals are permitted to accompany the complainant during investigatory interviews and the extent of their involvement; and
 - d) Inform the complainant of the provisions of Board Policy 1B.1 prohibiting retaliation.
4. Complaint documentation. The designated officer shall insure that the complaint is documented in writing. The designated officer may request, but not require the complainant to document the complaint in writing using the complaint form of the system office, college or university.
5. Information provided to the respondent. At the time initial contact is made with the respondent, the designated officer shall inform the respondent in writing of the existence and general nature of the complaint and the provisions of the nondiscrimination policy. At the initial meeting with the respondent, the designated officer shall:
 - a) Provide a copy of or Web address for Board Policy 1B.1 and this procedure to the respondent;
 - b) Provide sufficient information to the respondent consistent with federal and state data privacy laws to allow the respondent to respond to the substance of the complaint;
 - c) Explain to the respondent that in addition to being interviewed by the designated officer, the respondent may provide a written response to the allegations;
 - d) Determine whether other individuals are permitted to accompany the respondent during investigative interviews and the extent of their involvement; and
 - e) Inform the respondent of the provisions of Board Policy 1B.1 prohibiting retaliation.
6. Investigatory process. The designated officer shall:
 - a) Conduct a fact-finding inquiry or investigation into the complaint, including appropriate interviews and meetings;
 - b) Inform the witnesses and other involved individuals of the prohibition against retaliation;
 - c) Create, gather and maintain investigative documentation as appropriate;

- d) Disclose appropriate information to others only on a need to know basis consistent with state and federal law, and provide a data privacy notice in accordance with state law; and
- e) Handle all data in accordance with applicable federal and state privacy laws.

7. Interim actions.

- a) Employee reassignment or administrative leave. Under appropriate circumstances, the president or chancellor may, in consultation with system legal counsel and labor relations, reassign or place an employee on administrative leave at any point in time during the report/complaint process. In determining whether to place an employee on administrative leave or reassignment, consideration shall be given to the nature of the alleged behavior, the relationships between the parties, the context in which the alleged incidents occurred and other relevant factors. Any action taken must be consistent with the applicable collective bargaining agreement or personnel plan.
- b) Student summary suspension or other action. Under appropriate circumstances, the president or designee may, in consultation with system legal counsel, summarily suspend a student at any point in time during the report/complaint process. A summary suspension may be imposed only in accordance with Board Policy 3.6 and associated system procedures. After the student has been summarily suspended, the report/complaint process should be completed within the shortest reasonable time period, not to exceed nine (9) class days. During the summary suspension, the student may not enter the campus or participate in any college or university activities without obtaining prior permission from the president or designee. Other temporary measures may be taken in lieu of summary suspension where the president or designee determines such measures are appropriate.

- 8. No basis to proceed. At any point during the processing of the complaint, the designated officer may determine that there is no basis to proceed under Board Policy 1B.1. The designated officer shall refer the complaint as appropriate. The designated officer shall notify the complainant and respondent of the outcome as appropriate, in accordance with applicable data privacy laws.
- 9. Timely Completion. Colleges, universities and the system office must provide resources sufficient to complete the investigative process and issue a written response within 60 days after a complaint is made, unless reasonable cause for delay exists. The designated officer shall notify the complainant and respondent if the written response is not expected to be issued within the 60-day period. The college, university or system office must meet any applicable shorter time periods, including those provided in the applicable collective bargaining agreement.

Subpart D. Resolution. After processing the complaint, the designated officer may consider one or more of the following methods to resolve the complaint as appropriate:

- 1. Conduct or coordinate education/training;

2. Facilitate voluntary meetings between the parties;
3. Recommend separation of the parties, after consultation with appropriate system office, college or university personnel;
4. Other possible outcomes may include recommending changes in workplace assignments, enrollment in a different course or program, or other appropriate action;
5. The system office, college or university may use alternative dispute resolution or mediation services as a method of resolving discrimination or harassment complaints. Alternative dispute resolution and mediation options require the voluntary participation of all parties to the complaint;
6. Upon completion of the inquiry, the designated officer may dismiss or refer the complaint to others as appropriate.

Subpart E. Decision process. If the above methods have not resolved the complaint within a reasonable period of time to the satisfaction of the designated officer, or the designated officer feels additional steps should be taken, the procedures in this subpart shall be followed.

1. **Designated officer.** The designated officer shall:
 - a) Prepare an investigation report and forward it to the decision-maker for review and decision;
 - b) Take additional investigative measures as requested by the decision-maker; and
 - c) Be responsible for coordinating responses to requests for information contained in an investigation report in accordance with the Minnesota Government Data Practices Act and other applicable law including, but not limited to the Family Educational Rights and Privacy Act (FERPA). In determining the appropriate response, the designated officer shall consult with the campus data practice compliance official and/or the Office of General Counsel.
2. **Decision maker.** After receiving the investigation report prepared by the designated officer, the decisionmaker shall:
 - a) Determine whether additional steps should be taken prior to making the decision. Additional steps may include:
 - A request that the designated officer conduct further investigative measures;
 - A meeting with the complainant, respondent or other involved individuals. If a meeting involving a represented employee is convened, the complainant or respondent may choose to be accompanied by the bargaining unit representative, in accordance with the applicable collective bargaining agreement and federal and state law; and

- A request for additional information which may include a written response from the complainant or respondent relating to the allegations of the complaint.
- b) Take other measures deemed necessary to determine whether a violation of Board Policy 1B.1 has been established;
 - c) When making the decision, take into account the totality of the circumstances, including the nature and extent of the behaviors, the relationship(s) between the parties, the context in which the alleged incident(s) occurred, and other relevant factors;
 - d) Determine the nature, scope and timing of disciplinary or corrective action and the process for implementation if a violation of the nondiscrimination policy occurs. This may include consultation with human resources or supervisory personnel to determine appropriate discipline;
 - e) As appropriate, consistent with applicable state and federal data privacy laws, report in writing to the complainant, respondent and the designated officer her or his findings, and the basis for those findings, as to whether Board policy 1B.1 has been violated; and
 - f) Conduct that is determined not to have violated Board policy 1B.1 shall be referred to another procedure for further action, if appropriate.

Part 7. System office, college, or university action. The system office, college, or university shall take the appropriate corrective action based on results of the investigation, and the designated officer shall make appropriate inquiries to ascertain the effectiveness of any corrective or disciplinary action. Complainants are encouraged to report any subsequent conduct that violates Board Policy 1B1.1, as well as allegations of retaliation.

Written notice to parties relating to discipline, resolutions, and/or final dispositions resulting from the report/complaint process is deemed to be official correspondence from the system office, college or university. In accordance with state law, the system office, college or university is responsible for filing the complaint disposition concerning complaints against employees with the Commissioner of Employee Relations within 30 days of final disposition.

Part 8. Appeal.

Subpart A. Filing an appeal. The complainant or the respondent may appeal the decision of the decisionmaker. An appeal must be filed in writing with the Chancellor or designee within ten (10) business days after notification of the decision. The appeal must state specific reasons why the complainant or respondent believes the decision was improper. In a complaint against a Chancellor or other official who reports directly to the chancellor, an appeal may be considered by the chancellor whether or not the chancellor served as the decisionmaker.

Subpart B. Effect of review. For employees represented by a collective bargaining agreement, an appeal under this procedure is separate and distinct from, and is not in any way related to, any contractual protections or procedures. During the pendency of the appeal disciplinary or corrective action taken as a result of the decision shall be enforced. In addition, in cases involving sanctions of

suspension for ten (10) days or longer, students shall be informed of their right to a contested case hearing under Minnesota Statutes §14.

Subpart C. Appeal process. The Chancellor or designee shall review the record and determine whether to affirm or modify the decision. The Chancellor or designee may receive additional information if the Chancellor or designee believes such information would aid in the consideration of the appeal. The decision on appeal shall be made within a reasonable time and the complainant, respondent and designated officer shall be notified in writing of the decision, consistent with applicable state and federal data privacy laws. The decision on appeal exhausts the complainant's and respondent's administrative remedies under this procedure except as provided herein.

Part 9. Education and training. The system office, colleges and universities shall provide education and training programs to promote awareness and prevent discrimination/harassment, such as educational seminars, peer-to-peer counseling, operation of hotlines, self-defense courses, and informational resources. Education and training programs should include education about Board Policy 1B.1 and this procedure. All colleges and universities and the system office shall promote awareness of Board Policy 1B.1 and this procedure and shall publicly identify the designated officer.

Part 10. Distribution of board policy 1B.1 and this procedure. Information regarding Board Policy 1B.1 and this procedure shall, at a minimum, be distributed to students at the time of registration and to employees at the beginning of employment. Distribution may be accomplished by posting on an internet Web site, provided all students and employees are directly notified of how to access the policy and procedure by an exact address, and that they may request a paper copy. Copies of the policy and procedure shall be conspicuously posted at appropriate locations at the system office and on college and university campuses at all times and shall include the designated officers' names, locations and telephone numbers.

Designated officers also must be identified by name, location and phone number in informational publications such as student catalogs, student and employee handbooks, bulletin boards, campus Web sites and other appropriate public announcements.

Part 11. Maintenance of report/complaint procedure documentation. During and upon the completion of the complaint process, the complaint file shall be maintained in a secure location in the office of the designated officer for the system office, college or university in accordance with the applicable records retention schedule. Access to the data shall be in accordance with the respective collective bargaining agreement or personnel plan, the Minnesota Government Data Practices Act, the Family Educational Rights and Privacy Act or other applicable law.

Discrimination/Harassment Complaint Form

Minnesota State Colleges and Universities Discrimination/Harassment Complaint Form																
<p style="text-align: right;">Date: _____</p> <p>Name of COMPLAINANT: _____ <i>(if more than one complainant, complete intake form for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>Status: <input type="checkbox"/> Student <input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> Administrator <input type="checkbox"/> External/Non-Campus</p> <p>TYPE OF COMPLAINT: <input type="checkbox"/> DISCRIMINATION <input type="checkbox"/> HARASSMENT <input type="checkbox"/> RETALIATION</p> <p>I WAS DISCRIMINATED/HARASSED/RETALIATED AGAINST ON THE BASIS OF MY:</p> <table style="width: 100%;"> <tr> <td><input type="checkbox"/> Race</td> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Reliance on Public Assistance</td> </tr> <tr> <td><input type="checkbox"/> Sex</td> <td><input type="checkbox"/> National Origin</td> <td><input type="checkbox"/> Sexual Orientation</td> </tr> <tr> <td><input type="checkbox"/> Color</td> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Marital Status</td> </tr> <tr> <td><input type="checkbox"/> Creed</td> <td><input type="checkbox"/> Religion</td> <td><input type="checkbox"/> Membership/Activity in Local Community</td> </tr> <tr> <td><input type="checkbox"/> Gender Identity</td> <td><input type="checkbox"/> Gender Expression</td> <td></td> </tr> </table> <p>I believe I was discriminated/harassed/retaliated against by:</p> <p>Name of RESPONDENT: _____ <i>(if more than one respondent, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>Status: <input type="checkbox"/> Student <input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> Administrator <input type="checkbox"/> External/Non-Campus</p>	<input type="checkbox"/> Race	<input type="checkbox"/> Age	<input type="checkbox"/> Reliance on Public Assistance	<input type="checkbox"/> Sex	<input type="checkbox"/> National Origin	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Color	<input type="checkbox"/> Disability	<input type="checkbox"/> Marital Status	<input type="checkbox"/> Creed	<input type="checkbox"/> Religion	<input type="checkbox"/> Membership/Activity in Local Community	<input type="checkbox"/> Gender Identity	<input type="checkbox"/> Gender Expression		<p>Name of RESPONDENT #2: _____ <i>(if more than one respondent, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>Status: <input type="checkbox"/> Student <input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> Administrator <input type="checkbox"/> External/Non-Campus</p> <p>Name of RESPONDENT #3: _____ <i>(if more than one respondent, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>Status: <input type="checkbox"/> Student <input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> Administrator <input type="checkbox"/> External/Non-Campus</p> <p>Name of RESPONDENT #4: _____ <i>(if more than one respondent, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>Status: <input type="checkbox"/> Student <input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> Administrator <input type="checkbox"/> External/Non-Campus</p>
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<input type="checkbox"/> Gender Identity	<input type="checkbox"/> Gender Expression															
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<p>EXPLAIN YOUR COMPLAINT IN DETAIL. INCLUDE THE FOLLOWING INFORMATION. ADD ADDITIONAL PAGES IF NECESSARY. ATTACH DOCUMENTS YOU BELIEVE MAY BE HELPFUL IN INVESTIGATING YOUR COMPLAINT.</p> <ol style="list-style-type: none"> Describe the specific incident(s) of discrimination/harassment/retaliation. List times, dates, locations, names and titles of the people involved in the incident(s). Explain why you believe that you were discriminated/harassed/retaliated against because of your protected class status (race, age, gender, disability, etc.). Provide the names and titles of people you believe were treated more favorably than you due to your protected class status. List the protected class status (race, age, gender, disability, etc.) of each person. <div style="border: 1px solid black; height: 200px; margin-top: 10px;"></div>	<p>LIST POTENTIAL WITNESSES YOU BELIEVE POSSESS INFORMATION ABOUT YOUR COMPLAINT. ADD ADDITIONAL PAGES IF NECESSARY.</p> <p>Name of WITNESS #1: _____ <i>(if more than one witness, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>What information can this witness provide? _____</p> <p>Name of WITNESS #2: _____ <i>(if more than one witness, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>What information can this witness provide? _____</p> <p>Name of WITNESS #3: _____ <i>(if more than one witness, list complete information for each)</i></p> <p>Address (local): _____</p> <p>Address (residence): _____</p> <p>City: _____ State: _____ Zip: _____</p> <p>Phone: (work) _____ (home) _____</p> <p>What information can this witness provide? _____</p>
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Subpart B. College and university policies

Each Minnesota State college and university shall adopt a clear, understandable written policy on sexual violence that applies to its campus community, including but not limited to its students and employees. The policy content and implementation must be consistent with the standards in this policy and System Procedure 1B.3.1.

Part 2. Definitions

The following definitions apply to this policy and System Procedure 1B.3.1.

Affirmative consent

Consent is informed, freely given, and mutually understood willingness to participate in sexual activity that is expressed by clear, unambiguous, and affirmative words or actions. It is the responsibility of the person who wants to engage in sexual activity to ensure that the other person has consented to engage in the sexual activity. Consent must be present throughout the entire sexual activity and can be revoked at any time. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If the complainant is mentally or physically incapacitated or impaired so that the complainant cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption or being asleep or unconscious. A lack of protest, absence of resistance, or silence alone does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. The existence of a dating relationship between the people involved or the existence of a past sexual relationship does not prove the presence of, or otherwise provide the basis for, an assumption of consent. Whether the respondent has taken advantage of a position of influence over the complainant may be a factor in determining consent.

Dating, intimate partner, and relationship violence

Violence including physical harm or abuse, and threats of physical harm or abuse, arising out of a personal intimate relationship. This violence also may be called domestic abuse or spousal/partner abuse and may be subject to criminal prosecution under Minnesota law.

Employee

Any individual employed by Minnesota State, its colleges and universities and system office, including student workers.

Non-forcible sex acts

Non-forcible acts include unlawful sexual acts where consent is not relevant, such as sexual contact with an individual under the statutory age of consent, as defined by Minnesota law, or between persons who are related to each other within degrees wherein marriage is prohibited by law.

Subpart B. Sexual assault

An actual, attempted, or threatened sexual act with another person without that person's affirmative consent. Sexual assault is often a criminal act that can be prosecuted under Minnesota law, as well as form the basis for discipline under Minnesota State student codes of conduct and employee disciplinary standards. Sexual assault includes but is not limited to:

1. Involvement without consent in any sexual act in which there is force, expressed or implied, or use of duress or deception upon the victim. Forced sexual intercourse is included in this definition, as are the acts commonly referred to as date rape or acquaintance rape. This definition also includes the coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another.
2. Involvement in any sexual act when the victim is unable to give consent.
3. Intentional and unwelcome touching of a person's intimate parts (defined as primary genital area, groin, inner thigh, buttocks, or breast); or coercing, forcing, or attempting to coerce or force another to touch a person's intimate parts.
4. Offensive sexual behavior directed at another, such as indecent exposure or voyeurism.

Sexual violence

A continuum of conduct that includes sexual assault, non-forcible sex acts, dating and relationship violence, stalking, as well as aiding acts of sexual violence.

Stalking

Conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated and that would cause reasonable people to fear for their safety or the safety of others or to suffer substantial emotional distress.

Student

All persons who:

1. Are enrolled in one or more courses, either credit or non-credit, through a college or university; or
2. Withdraw, transfer, or graduate after an alleged violation of the code of student conduct; or
3. Are not officially enrolled for a particular term but who have a continuing relationship with the college or university; or
4. Have been notified of their acceptance for admission or have initiated the process of application for admission or financial aid; or
5. Are not college or university employees and are not enrolled in the institution but live in a college or university residence hall.

System property

The facilities and land owned, leased, or under the primary control of Minnesota State, its Board of Trustees, system office, colleges, and universities.

D. Minnesota State's Sexual Violence Procedure, 1B.3.1

Part 1. Purpose

This procedure provides a process through which individuals alleging sexual violence may pursue a complaint, pursuant to Board Policy 1B.3 Sexual Violence Policy prohibiting sexual violence.

This procedure is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation and reprisal.

Part 2. Definitions

The definitions in Policy 1B.3 also apply to this procedure.

Campus security authority

Campus security authority includes the following categories of individuals at a college or university:

A college or university security department;

Any individual who has campus security responsibilities in addition to a college or university security department;

Any individual or organization identified in a college or university security policy as an individual or organization to which students and employees should report criminal offenses;

An official of a college or university who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings; advisors to recognized student organizations; and athletic coaches. Professional counselors, whose official responsibilities include providing mental health counseling, and who are functioning within the scope of their license or certification, are not included in this definition.

Part 3. Reporting Incidents of Sexual Violence

Subpart A. Prompt reporting encouraged

Complainants of sexual violence may report incidents at any time but are strongly encouraged to make reports promptly in order to best preserve evidence for a potential legal or disciplinary proceeding.

Complainants are strongly encouraged to report incidents of sexual violence to law enforcement for the location where the incident occurred. Complainants are also encouraged to contact the local victim/survivor services office, counseling and health care providers, campus Title IX coordinators, or Minnesota State Colleges and Universities campus security authorities for appropriate action.

Subpart B. Assistance in reporting

When informed of an alleged incident of sexual violence, all Minnesota State Colleges and Universities students and employees are urged to encourage and assist complainants, as needed, to report the incident to local law enforcement, local victim/survivor services, campus Title IX coordinator, or campus security authorities.

Campus security authorities, when informed of an alleged incident of sexual violence, shall promptly assist the complainant, as requested, including providing guidance in filing complaints with outside agencies, such as law enforcement; obtaining appropriate assistance from victim/survivor services or medical treatment professionals; and filing a complaint with campus officials responsible for enforcing the student conduct code or employee conduct standards.

When appropriate, Minnesota State Colleges and Universities may pursue legal action against a respondent, including, but not limited to, trespass or restraining orders, in addition to disciplinary action under the applicable student or employee conduct standard. A college or university may take actions it deems necessary or appropriate in response to all protection, restraining, or no-contact orders.

Part 4. Confidentiality of reporting

Subpart A. Confidential reports

Because of laws concerning government data contained in Minn. Stat. § 13 Government Data Practices, colleges and universities cannot guarantee confidentiality to those who report incidents of sexual violence except where those reports are privileged communications with licensed healthcare professionals. Some off-campus reports also may be legally privileged by law, such as reports to clergy, private legal counsel, or healthcare professionals.

Subpart B. Reports to campus security authorities

Complainants of sexual violence may contact any campus security authority for appropriate assistance or to report incidents. Absolute confidentiality of reports made to campus security authorities cannot be promised. However, campus security authorities shall not disclose personally identifiable information about a complainant of sexual violence without the complainant's consent, except as may be required or permitted by law. There may be instances in which a college, university, or the system office determines it needs to act regardless of whether the parties have reached a personal resolution or if the complainant requests that no action be taken. In such instances, Minnesota State Colleges and Universities will investigate and take appropriate action, taking care to protect the identity of the complainant and any other reporter in accordance with this procedure.

Subpart C. Required reports

Any campus security authority or any college or university employee with supervisory or student-advising responsibility who has been informed of an alleged incident of sexual violence shall follow college or university procedures for making a report for the annual crime statistics report. In addition, the campus security authority shall report to other school officials, as appropriate, such as the campus affirmative action office, the campus office responsible for administering the student conduct code, and/or the designated Title IX compliance coordinator, in order to initiate any applicable investigative or other resolution procedures.

Campus security authorities may be obligated to report to law enforcement the fact that a sexual assault has occurred, but the name of or other personally identifiable information about the complainant will be provided only with the consent of the complainant, except as may be required or permitted by law.

Part 5. Policy notices

Subpart A. Distribution of policy to students

Each college or university shall, at a minimum, at the time of registration make available to each student information about its sexual violence policy and procedure, including its online reporting system that allows for anonymous reporting, and shall additionally post a copy of its policy and procedure at appropriate locations on campus at all times. A college or university may distribute its

policy and procedure by posting on an Internet or Intranet website, provided all students are directly notified of how to access the policy by an exact address, and that they may request a paper copy.

Subpart B. Distribution of policy to employees

Colleges, universities, and the system office shall make available to all employees a copy of the sexual violence policy and procedure. Distribution may be accomplished by posting on an Internet or Intranet website, provided all employees are directly notified of the exact address of the policy and procedure as well as the option of receiving a paper copy upon request.

Subpart C. Required notice

Each college or university shall have a sexual violence policy, which must include the notice provisions in this part.

Notice of complainant options

Following a report of sexual violence the complainant must be promptly notified of:

Where and how to obtain immediate medical assistance. Complainants should be informed that timely reporting and a medical examination within 72 hours are critical in preserving evidence of sexual assault and proving a criminal or civil case against a perpetrator. Complainants should be told, however, that they may report incidents of sexual violence at any time.

Where and how to report incidents of sexual violence to local law enforcement officials, and/or appropriate college, university, or system contacts for employees, students, and others. Such contacts should be identified by name, location, and phone number for 24-hour availability, as applicable.

Resources for where and how complainants may obtain on- or off-campus counseling, mental health, or other support services.

Notice of complainant rights

Complainants must be notified of the following:

Their right to file criminal charges with local law enforcement officials in sexual assault cases;

Rights under the crime victims bill of rights, Minn. Stat. §§ 611A.01 – 611A.06, including the right to assistance from the Crime Victims Reparations Board and the commissioner of public safety;

Availability of prompt assistance from campus officials, upon request, in notifying the appropriate campus investigating authorities and law enforcement officials, and, at the direction of law enforcement authorities, assistance in obtaining, securing, and maintaining evidence in connection with a sexual violence incident;

Assistance available from campus authorities in preserving for a sexual violence complainant materials relating to a campus disciplinary proceeding;

Complaints of incidents of sexual violence made to campus security authorities must be promptly and appropriately investigated and resolved;

Upon a sexual assault complainant's request, the college, university, or system office may take action to prevent unwanted contact with the alleged assailant, including, but not limited to, transfer of the

complainant and/or the respondent to alternative classes, or to a work site or to alternative college-owned housing, if such alternatives are available and feasible.

Upon the request of the complainant, students who reported sexual assaults to the college or university and subsequently chose to transfer to another college or university will be provided with information about resources for victims of sexual assault at the college or university to which the complainant is transferring

Part 6. Investigation and Disciplinary Procedures

Subpart A. Immediate action

A college or university may, at any time during the report/complaint process, reassign or place on administrative leave an employee alleged to have violated Board Policy 1B.3, in accordance with the procedures in System Procedure 1B.1.1. Such action must be consistent with the applicable collective bargaining agreement or personnel plan.

A college or university may summarily suspend or take other temporary measures against a student alleged to have committed a violation of Board Policy 1B.3, in accordance with System Procedure 1B.1.1 or Board Policy 3.6.

Subpart B. General principles

Colleges, universities, and the system office shall use System Procedure 1B.1.1 Report/Complaint of Discrimination/Harassment Investigations and Resolution when investigating complaints of sexual violence. Procedures used in response to a complaint of sexual violence should avoid requiring complainants to follow any plan of action, to prevent the possibility of re-victimization.

College and university investigation and disciplinary procedures concerning allegations of sexual violence against employees or students must:

Be respectful of the needs and rights of individuals involved and treat them with dignity;

Not suggest to the complainant that he or she was at fault for the sexual assault or should have behaved differently to prevent the assault;

Proceed as promptly as possible

Permit a student complainant and a student respondent to have the same opportunity to have an appropriate support person or advisor present at any interview or hearing, in a manner consistent with the governing procedures and applicable data practices law;

Afford employees the right to representation consistent with the appropriate collective bargaining agreement or personnel plan;

Be conducted in accordance with applicable due process standards and privacy laws;

Simultaneously inform both the complainant and respondent of the outcome in a timely manner, as permitted by applicable privacy law.

Be based on a preponderance of evidence standard, meaning that it is more likely than not that the policy, procedure, or code has been violated.

The past sexual history of the complainant and respondent must be deemed irrelevant except as that history may directly relate to the incident being considered.

A respondent's use of any drug, including alcohol, judged to be related to an offense may be considered to be an exacerbating rather than mitigating circumstance.

Subpart C. Relationship to parallel proceedings

In general, college, university, and system office investigation and disciplinary procedures for allegations of sexual violence will proceed independent of any action taken in criminal or civil courts. A college or university need not, and in most cases should not, delay its proceedings while a parallel legal action is ongoing. If a college or university is aware of a criminal proceeding involving the alleged incident, they may contact the prosecuting authority to coordinate when feasible. Criminal or civil court proceedings are not a substitute for college, university, and system office procedures.

Subpart D. Memorandum of understanding with local law enforcement

Each college or university shall enter into a memorandum of understanding with the primary law enforcement agencies that serve their campus(es). Prior to the start of each academic year, each college or university shall distribute an electronic copy of the MOU to all employees on the campus that are subject to the memorandum. Colleges and universities are exempt from the MOU requirement if they and local or county law enforcement agencies establish a sexual assault protocol team to facilitate effective cooperation and collaboration between the college or university and law enforcement.

Subpart E. False statements prohibited

Colleges, universities, and the system office take allegations of sexual violence very seriously and recognizes the consequences such allegations may have on a respondent as well as the complainant. Any individual who knowingly provides false information regarding the filing of a complaint or report of sexual violence, or who provides false information during the investigation of such a complaint or report, may be subject to discipline or, under certain circumstances, legal action. Complaints of conduct that are found not to violate policy are not assumed to be false.

Subpart F. Withdrawn complaint

If a complainant no longer desires to pursue a complaint through the college's or university's proceeding, the college or university reserves the right to investigate and resolve the complaint as it deems appropriate.

Subpart G. Discretion to pursue certain allegations

Minnesota State Colleges and Universities reserves discretion whether to pursue alleged violations of policy under appropriate circumstances, including, but not limited to, a determination that an effective investigation is not feasible because of the passage of time, or because the respondent is no longer a student or employee of the college, or university, or system office.

Subpart H. Sanctions

Sanctions that may be imposed if a finding is made that sexual violence has occurred include, but are not limited to, suspension, or expulsion of students, or termination from employment for employees. The appropriate sanction will be determined on a case-by-case basis, taking into account the severity of the conduct, the student's or employee's previous disciplinary history, and other factors as appropriate.

Witnesses or victims who report in good faith an incident of sexual violence will not be sanctioned by the college, university, or system office for admitting in the report to a violation of the student conduct policy on the use of alcohol or drugs.

Subpart I. Retaliation prohibited

Actions by a student or employee intended as retaliation, reprisal, or intimidation against an individual for making a complaint or participating in any way in a report or investigation under this policy are prohibited and are subject to appropriate disciplinary action.

Part 7. Sexual Violence Prevention and Education

Subpart A. Campus-wide training

Colleges, universities, and the system office shall:

Include in their sexual violence policy a description of educational programs that they offer to students and employees to promote the awareness of sexual violence offenses, including sexual violence prevention measures and procedures for responding to incidents.

Provide training on awareness of sexual violence prevention measures and procedures for responding to incidents of sexual violence. At a minimum, all incoming students and all new employees must be provided with this training;

Emphasize in their educational programs the importance of preserving evidence for proof of a criminal offense, safe and positive options for bystander intervention, and information on risk reduction to recognize warning signs of abusive behavior and risk associated with the perpetration of sexual violence.

Subpart B. Other training and education

Colleges and universities and affiliated student organizations are encouraged to develop educational programs, brochures, posters, and other means of information to decrease the incidence of sexual violence and advise individuals of the legal and other options available if they are the complainants of an incident or if they learn of such an incident.

Subpart C. Training for individuals charged with decision-making authority

Prior to serving as either an investigator or decision maker for complaints under this procedure, administrators shall complete investigator or decision-maker training provided by the system office.

Investigators/decisionmakers, campus security officers, and anyone else involved in the adjudication process must receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Part 8. Maintenance of report/complaint procedure documentation

Data that is collected, created, received, maintained, or disseminated about incidents of sexual violence will be handled in accordance with the privacy requirements of Minn. Stat. § 13 Government Data Practices and other applicable laws.

Information on reports of incidents of sexual violence that are made to Campus Security Authorities must be documented in accordance with the Jeanne Clery Disclosure of Campus Security and Campus

E. Minnesota State's Access and Accommodation for Individuals with Disabilities Policy, 1B.4

Part 1. Policy Statement.

Minnesota State Colleges and Universities is committed to ensuring its programs, services and activities are accessible to individuals with disabilities, through its compliance with state and federal laws. The system recognizes that individuals with disabilities may need accommodations to have equally effective opportunities to participate in or benefit from the system's programs, services and activities.

Part 2. Definitions. An individual with a disability:

Subpart A. An individual with a disability:

1. Any person who has a physical or mental impairment which materially limits one or more of the person's major life activities.
2. Any person who has a record of such impairment which means that a person has a history of or has been classified as having a mental or physical impairment that materially limits one or more major life activities.

Subpart B. Qualified individual with a disability. An individual who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for receipt of services or participation in a system office, college, or university program or activity. Essential eligibility requirements include, but are not limited to, academic and technical standards requisite to admission or participation in an education program or activity.

Subpart C. Personal devices and services may include wheelchairs; individually prescribed devices, such as prescription eyeglasses or hearing aids; readers for personal use or study; or services of a personal nature including assistance in eating, toileting, or dressing.

Part 3. General Access Policy.

Colleges, universities and the system office shall provide access to programs, services and activities to qualified individuals with known disabilities as required by law. An individual requesting an accommodation may be required to provide documentation of eligibility for the accommodation.

Part 4. Availability and Notice.

Colleges, universities, and the system office shall post notices to the public in an accessible format stating 1) prohibition against discrimination on the basis of disability, and 2) contact information for the person designated to provide information about or respond to requests for reasonable accommodation.

Part 5. Reasonable Accommodations.

Subpart A. Programs, Services, and Activities. Colleges, universities and the system office shall make reasonable accommodations to ensure access to programs, services, and activities as required by law. Access means that a qualified individual with a disability will not be excluded from participation in or be denied the benefits of the programs, services, or activities, nor will the individual be subjected to discrimination. Reasonable accommodations may include modifications to: rules, policies, or practices; the removal of architectural, communication, or transportation barriers; provision of auxiliary aids or the provision of equally effective programs, services, or activities. In accordance with the Americans with Disabilities Act, accommodations will not be provided 1) for personal devices or services even though the individual may be a qualified individual with a disability, or 2) that result in a fundamental alteration in the nature of a service, program, or activity or in undue financial or administrative burdens.

Subpart B. Employment. System Procedure 1B.0.1, Reasonable Accommodations in Employment, applies to accommodation requests by employees and applicants for employment.

Part 6. Offered and/or Sponsored Services or Activities for Qualified Students with Disabilities.

Colleges and universities have a responsibility to provide a qualified student with a disability access to services and activities that are operated or sponsored by the institution or that receive significant assistance from the institution. Such access shall be provided in a reasonable manner as required by law. At a minimum, the following must be available to qualified students with disabilities:

1. support, counseling, and information services that may include support groups, individual counseling, career counseling and assessment, and referral services;
2. academic assistance services that may include assistive devices, early registration services, early syllabus availability, course selection, program advising, course work assistance, testing assistance and modification, and tutoring; and
3. coordination services that may include personnel acting on the student's behalf and serving as the primary contact and coordinator for students needing services, assistance in working individually with faculty and administrators, intervention procedures, and grievance procedures.

Part 7. Process.

Each college and university shall establish a process for an individual with a disability to request an accommodation to access the institution's programs, services, or activities consistent with state and federal laws. The process for individuals with disabilities to request an accommodation must, at a minimum include the following:

- a) Provide the requesting individual with a copy of Board Policy 1B.4.
- b) Assignment and identification of a staff member responsible for making a determination about the request for accommodation or the delivery of services.

- c. Provide a process for appealing a denial of a request for accommodation.

F. Minnesota State's Reasonable Accommodations in Employment System Procedure, 1B.0.1

Part 1. Purpose. This procedure sets forth the process to be used for responding to requests for reasonable accommodations in employment based on an applicant's or employee's disability. The scope of this procedure is limited to reasonable accommodations and is not intended to fully describe other provisions of the Americans with Disabilities Act or the Minnesota Human Rights Act.

Part 2. Reasonable Accommodations in Employment. It is the policy of MnSCU to encourage the employment and promotion of any qualified individual including qualified individuals with disabilities. The system office, college or university will not discriminate in providing reasonable accommodations to qualified individuals with a disability in regard to job application procedures, hiring, advancement, discharge, employee compensation, job training or other terms, conditions, and privileges of employment.

Part 3. Definitions. For purposes of this procedure, the following terms have the meaning given them.

Subpart A. Employer: The employer is the system office, college or university.

Subpart B. Essential Functions: Essential functions are the fundamental job duties of the position in question. The term does not include the marginal functions of the position.

1. A job function may be considered essential for any of several reasons, including but not limited to the following:
 - a. The function may be essential because the reason the position exists is to perform that function;
 - b. The function may be essential because of the limited number of employees available among whom the performance of that job function can be distributed; and/or
 - c. The function may be highly specialized so that the incumbent in the position is hired for his or her expertise or ability to perform the particular function.
2. Evidence of whether a particular function is essential includes, but is not limited to:
 - a) The employer's judgment as to which functions are essential;
 - b) Written job descriptions;
 - c. The amount of time spent on the job performing the function;
 - d. The consequences of not requiring the incumbent to perform the function;
 - e. The terms of a collective bargaining agreement;

- f. The work experience of past incumbents in the job; and/or
- g. The current work experience of incumbents in similar jobs.

Subpart C. Individual with a Disability: An individual with a disability for the purposes of determining reasonable accommodations is any applicant, current employee, including student employees, or employees seeking promotion, who has a physical or mental impairment which substantially or materially limits one or more of such individual's major life activities. Generally, a disabling physical or mental condition which is expected to be temporary and from which the individual is expected to recover is not a disability under this procedure.

Subpart D. Qualified Individual with a Disability: A qualified individual with a disability is an individual with a disability who meets the requisite skill, education, experience and other job-related requirements of the job and who, with or without reasonable accommodation, can perform the essential functions of the job.

Subpart E. Reasonable Accommodations: A reasonable accommodation is a modification or adjustment to a job or employment practice or the work environment that enables a qualified individual with a disability to perform the essential functions of the job as identified at the time of the reasonable accommodation request and to access equal employment opportunities. Reasonable accommodations may also include those things which make a facility and its operations readily accessible to and usable by individuals with disabilities. Under the law, the employer has a responsibility to make reasonable accommodations for individuals with a disability only if the disability is known and it is not an undue hardship under Part 6, Subpart C.

Part 4. Identification of Assigned Staff Member. The system office, and each college and university shall assign and identify a staff member responsible for administering requests for reasonable accommodations.

Part 5. Right to Representation. In accordance with applicable collective bargaining agreement language, employees may have the right to request and receive union representation during the reasonable accommodations process.

Part 6. Providing Reasonable Accommodations.

Subpart A. Job Relatedness. Reasonable accommodations will be provided only for job-related needs of individuals with a disability. The primary factor in evaluating an accommodation's job relatedness is whether the accommodation specifically assists the individual to perform the essential functions of the job as identified at the time of the reasonable accommodation request. If the requested accommodation is primarily for the benefit of the individual with a disability to assist that individual in daily personal activities, the employer is not required to provide the accommodation. The appropriate reasonable accommodation is best determined through a flexible, interactive process that involves both the employer and the qualified individual with a disability; it may include the appropriate union representative as provided by the applicable collective bargaining agreement.

Subpart B. Essential Functions. The system office, college or university may deny employment or advancement in employment based on the inability of an individual with a disability to perform the essential functions of the job and may decline to make accommodations to the physical or mental needs of an employee or job applicant with a disability if:

- a) The accommodation would impose an undue hardship on the system office, college or university as provided under Subpart C.; or
- b) The individual with a disability, with or without reasonable accommodations, is not qualified to perform the essential functions of that particular job; or
- c) Having the individual in the job would create a direct threat because of a significant risk to the health and safety of the individual or others and the risk cannot be eliminated by reasonable accommodation.

Subpart C. Undue Hardship: In determining whether providing a reasonable accommodation would impose an undue hardship on the employer, the factors to be considered include:

- a) The nature and net cost of the accommodation needed;
- b) The overall financial resources of the employer involved in the provision of the reasonable accommodation, the number of persons employed, and the effect on expenses and resources;
- c) The overall financial resources of the employer, the overall size of the business of the employer with respect to the number of its employees, and the number, type and location of its facilities;
- d) The type of operation or operations of the employer, including the composition, structure and functions of the workforce, and the geographic separateness and administrative or fiscal relationship of the employer in question to the covered entity; and
- e) The impact of the accommodation upon the operation of the employer, including the impact on the ability of other employees to perform their duties and the impact on the employer's ability to conduct business.

Subpart D. Documentation. Documentation of a disability is required as part of the reasonable accommodation process unless the nature and extent of the disability is already known to the employer, or as a practical matter, the requested accommodation is minimal and the employer makes modifications for its convenience, regardless of whether the employee or applicant meets the requirements for a reasonable accommodation under this procedure.

Subpart E. Choice of Accommodations. The employer is not required to provide the specific accommodation requested by the individual and may choose an effective accommodation which is less expensive or easier to provide. Accommodations provided to the individual are the financial responsibility of the employer.

Subpart F. Request Process. The system office, colleges and universities are responsible for establishing a process for individuals with disabilities to make requests for reasonable accommodations in compliance with the Americans with Disabilities Act or the Minnesota Human Rights Act. Such process should include the following:

1. MnSCU policy statement and definitions;
2. Assignment and identification of a staff member responsible for administering requests for reasonable accommodations;
3. Provide a process for appealing a reasonable accommodations decision.

Part 7. Application. Nothing in this procedure is intended to expand, diminish or alter the provisions of the Americans with Disabilities Act or the Minnesota Human Rights Act.

Request for Reasonable Accommodation Form



State of Minnesota – Minnesota State System Office Employee/Applicant Request for Americans with Disabilities Act ("ADA") Reasonable Accommodation Form

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

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

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

A. Questions to clarify accommodation requested.

1. What specific accommodation are you requesting?
2. If you are not sure what accommodation is needed, do you have any suggestions about what options we can explore?
☐ YES ☐ NO
 a. If yes, please explain.

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

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

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Reasonable Accommodation Request Form, Page 2

2. What, if any, employment benefits are you having difficulty accessing?
3. What limitation, as result of your physical or mental impairment, is interfering with your ability to perform your job or access an employment benefit?
4. If you are requesting a specific accommodation, how will that accommodation be effective in allowing you to perform the functions of your job?

Information Pertaining to Medical Documentation: In the context of assessing an accommodation request, medical documentation may be needed to determine if the employee has a disability covered by the ADA and to assist in identifying an effective accommodation. The ADA Coordinator or designee in each agency is tasked with collecting necessary medical documentation. In the event that medical documentation is needed, the employee will be provided with the appropriate forms to submit to their medical provider. The employee has the responsibility to ensure that the medical provider follows through on requests for medical information.

This form does not screen, and the information to be obtained should not contain, genetic information. "Genetic information" includes: information about an individual's genetic tests; information about an individual's family members' genetic tests; 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 or embryo in a research or clinical setting. Genetic information of an individual or family member is not genetic information if it is information of any employee legally held by the individual or family member using an extended reproductive technology.

Employee/Applicant Signature: _____

Date: _____

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G. 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 system office will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: system office 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: system office will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in system office 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: system office 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 system office 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 system office, should contact the office of Deb Gehrke as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the system office 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 system office is not accessible to persons with disabilities should be directed to Deb Gehrke.

The system office 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.

H. System Office 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 system office. 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:

Deb Gehrke, HR Director
30 7th St. E., Suite 350
St. Paul, MN 55101

Within 15 calendar days after receipt of the complaint, Deb Gehrke or 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, Deb Gehrke or her designee will respond in writing, and where appropriate, in a format accessible to the complainant. The response will explain the position of the system office and offer options for substantive resolution of the complaint.

If the response by Deb Gehrke or 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 system office Chancellor or his designee.

Within 15 calendar days after receipt of the appeal, the system office Chancellor or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the system office Chancellor or his 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 Deb Gehrke or her designee, appeals to the system office Chancellor or his designee, and responses from these two offices will be retained by the system office for at least three years.

I. Americans with Disabilities Act ("ADA") Title II (non-employee) Reasonable Accommodation/Modification in Public Services, Programs or Activities Request Form

<div style="display: flex; align-items: center;"> MINNESOTA </div> <p style="text-align: center;">_____(Agency) Americans with Disabilities Act ("ADA") Title II (non-employee) Reasonable Accommodation/Modification in Public Services, Programs or Activities Request Form</p> <p>The _____ (Agency) is committed to complying with the Americans with Disabilities Act ("ADA") and the Minnesota Human Rights Act ("MHRA"). The ADA Coordinator/Designee will review each request on an individualized, case-by-case, basis to determine whether an accommodation or modification can be made. Please do NOT send copies of medical records. The Agency is not authorized to have medical records and is not qualified to interpret medical records.</p> <p>General Information Date of Request: _____</p> <p>Person needing accommodation/modification Name: _____ Address: _____ Email: _____ Phone: _____</p> <p>Person making request (if different from person needing accommodation/modification) Name: _____ Email: _____ Phone: _____ Relationship to person needing accommodation/modification: _____</p> <p>Accommodation Information Date accommodation/modification is needed: _____ Address and/or room of accommodation/modification: _____ Type of accommodation/modification requested (please be specific): _____ _____</p> <p>How would you like to be notified of the status of your request? <input type="radio"/> Phone <input type="radio"/> Email <input type="radio"/> Writing <input type="radio"/> Other (specify): _____</p> <p>If someone else has completed this form on your behalf and you want that person to be notified of the status of your request, please initial here: _____</p> <p style="font-size: small;">Updated 08/21/2019</p>	<p>All requests for accommodation/modification will be evaluated individually and a response to your request will be provided within one week of receipt.</p> <p><input type="checkbox"/> Check this box to sign this request form electronically: By checking this box, I agree my electronic signature is the legal equivalent of my signature.</p> <p>Signature of Requestor: _____ Date: _____</p> <p style="text-align: center;">OFFICE USE ONLY RESPONSE TO REQUEST FOR ACCOMMODATION/MODIFICATION</p> <p>Date request received: _____</p> <p>The request for accommodation/modification is GRANTED. Below is a description of the accommodation/modification: _____ _____</p> <p>The request for accommodation/modification is DENIED because:</p> <p><input type="checkbox"/> The requester does not meet the essential eligibility requirements or qualifications for the program, service, or activity, without regard to disability.</p> <p><input type="checkbox"/> The requested accommodation/modification would impose an undue burden on the agency; and/or</p> <p><input type="checkbox"/> The requested accommodation/modification would fundamentally alter the nature of the service, program, or activity.</p> <p>Requester notified on: (date) _____ via: _____</p> <p>Additional notes: _____ _____</p> <p>ADA Coordinator: Name: _____ Signature: _____ Date: _____</p> <p style="font-size: small;">Updated 08/21/2019</p>
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J. Evacuation Procedure for Individuals with Disabilities or Otherwise in Need of Assistance

A copy of the system office's weather and emergency evacuation plans can be found at:

<http://www.wellsfargoplace.com/tenantfiles/WFPEmergencyBook.pdf>

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

Everyone has a responsibility to develop their own personal emergency evacuation plan, this includes individuals with disabilities or individuals who will need assistance during evacuation. The Americans with Disabilities Act Coordinator or designee in each system office will work to develop a plan and consult the appropriate building and safety personnel.

Directors, managers, and supervisors should review the emergency evacuation procedures with staff, including informing all staff that if additional assistance may be needed, and individuals with disabilities should contact the system office contact(s) below to request the type of assistance they may need.

Dale Johnson
Office Manager Supervisor
651-201-1428
Dale.Johnson@MinnState.edu

Evacuation Options:

Individuals with disabilities have four basics, possibly five, evacuation options

- **Horizontal evacuation:** Using building exits to the outside ground level or going into unaffected wings of multi-building complexes;
- **Stairway evacuation:** Using steps to reach ground level exits from building;
- **Shelter in place:** Unless danger is imminent, remain in a room with an exterior window, a telephone, and a solid or fire-resistant door. If the individual requiring special evacuation assistance remains in place, they should dial 911 immediately and report their location to emergency services, who will in turn relay that information to on-site responders. The shelter in place approach may be more appropriate for sprinkler protected buildings where an area of refuge is not nearby or available. It may be more appropriate for an individual who is alone when the alarm sounds;
- **Area of rescue assistance:** Identified areas that can be used as a means of egress for individuals with disabilities. These areas, located on floors above or below the building's exits, can be used by individuals with disabilities until rescue can be facilitated by emergency responders; and/or

Evacuation Procedures for Individuals with Mobility, Hearing, or Visual Disabilities:

Individuals with disabilities should follow the following procedures:

- **Mobility disabilities (individuals who use wheelchairs or other personal mobility devices ("PMDs")):** Individuals using wheelchairs should be accompanied to an area of rescue assistance by an employee or shelter in place when the alarm sounds. The safety and security staff will respond to each of the areas of rescue assistance every time a building evacuation is initiated to identify the individuals in these areas and notify to emergency responders how many individuals need assistance to safely evacuate.
- **Mobility disabilities (individuals who do not use wheelchairs):** Individuals with mobility disabilities, who are able to walk independently, may be able to negotiate stairs in an emergency with minor assistance. If danger is imminent, the individual should wait until the heavy traffic has cleared before attempting the stairs. If there is no immediate danger (detectable smoke, fire, or unusual odor), the individual with a disability may choose to wait at the area of rescue assistance until emergency responders arrive to assist them.
- **Hearing disabilities:** The system office's buildings are equipped with fire alarm horns/strobes that sound the alarm and flash strobe lights. The strobe lights are for individuals with who are deaf and/or hard of hearing. Individuals with hearing disabilities may not notice or hear emergency alarms and will need to be alerted of emergency situations.
- **Visual disabilities:** The system office's buildings are equipped with fire alarm horn/strobes that sound the alarm and flash strobe lights. The horn will alert individuals who are blind or have

visual disabilities of the need to evacuate. Most individuals with visual disabilities will be familiar with their immediate surroundings and frequently traveled routes. Since the emergency evacuation route is likely different from the common traveled route, individuals with visual disabilities may need assistance in evacuating. The assistant should offer assistance, and if accepted, guide the individual with a visual disability through the evacuation route.

Severe Weather Evacuation Options:

Individuals in need of assistance during an evacuation have three evacuation options based on their location in their building:

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

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 Minnesota State system office. The final availability is determined by considering two factors: the statistics from the outside labor market and the internal Minnesota State system office workforce for the Affirmative Action Plan year.

Feeder job: staffed positions within the system office 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 a system office 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.

Agency Name: System Office
Progress Toward Goals Report
Data Range: 07/01/2018-06/30/2020

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	52.87%	40.40%	53.85%	55.56%	54.29%	Yes
Professionals	53.41%	55.40%	64.91%	64.71%	64.86%	Yes
Technicians	50.00%	43.90%	0.00%	0.00%	0.00%	No
Protective Service: Non-Sworn			0.00%	0.00%	0.00%	No Hire/Prom
Para-Professionals	0.00%	0.00%	100.00%	0.00%	100.00%	Yes
Office/Clerical	86.67%	61.30%	93.33%	100.00%	94.12%	Yes
Skilled Craft			0.00%	0.00%	0.00%	No Hire/Prom
Service Maintenance			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Temporary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Customized Training			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Probationary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Unlimited			0.00%	0.00%	0.00%	No Hire/Prom

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	19.54%	21.70%	30.77%	22.22%	28.57%	Yes
Professionals	14.06%	10.60%	15.79%	23.53%	17.57%	Yes
Technicians	25.00%	10.60%	0.00%	0.00%	0.00%	No
Protective Service: Non-Sworn			0.00%	0.00%	0.00%	No Hire/Prom
Para-Professionals	0.00%	0.00%	50.00%	0.00%	50.00%	Yes
Office/Clerical	26.67%	10.50%	26.67%	50.00%	29.41%	Yes
Skilled Craft			0.00%	0.00%	0.00%	No Hire/Prom
Service Maintenance			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Temporary			0.00%	0.00%	0.00%	No Hire/Prom

Faculty: Customized Training			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Probationary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Unlimited			0.00%	0.00%	0.00%	No Hire/Prom

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	5.75%	7.00%	0.00%	0.00%	0.00%	No
Professionals	3.61%	7.00%	5.26%	17.65%	8.11%	Yes
Technicians	25.00%	7.00%	0.00%	0.00%	0.00%	No
Protective Service: Non-Sworn			0.00%	0.00%	0.00%	No Hire/Prom
Para-Professionals	0.00%	7.00%	0.00%	0.00%	0.00%	No
Office/Clerical	13.33%	7.00%	0.00%	0.00%	0.00%	No
Skilled Craft			0.00%	0.00%	0.00%	No Hire/Prom
Service Maintenance			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Temporary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Customized Training			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Probationary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Unlimited			0.00%	0.00%	0.00%	No Hire/Prom

Veterans (Promotion includes both promoted into and within the job category.)

Job Category	Prior AAP Total Veterans %	Prior AAP Year Goals Veterans %	Veterans Hired %	Veterans Promoted %	Actual Veterans Placement (%)	Veterans Goal Met?
Officials/Administrators	3.45%	6.40%	7.69%	0.00%	5.71%	No
Professionals	5.62%	6.40%	5.26%	0.00%	4.05%	No
Technicians	0.00%	6.40%	0.00%	0.00%	0.00%	No
Protective Service: Non-Sworn			0.00%	0.00%	0.00%	No Hire/Prom
Para-Professionals			0.00%	0.00%	0.00%	Yes
Office/Clerical	3.33%	6.40%	6.67%	0.00%	5.88%	No

Skilled Craft			0.00%	0.00%	0.00%	No Hire/Prom
Service Maintenance			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Temporary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Customized Training			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Probationary			0.00%	0.00%	0.00%	No Hire/Prom
Faculty: Unlimited			0.00%	0.00%	0.00%	No Hire/Prom

Agency Name: System Office

Separation Analysis

Data Range Dates: 07/01/2018-06/30/2020

Note: ¹The 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	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	7.37%	42.86%	14.29%	-	-
Non-Renewal/Non-Cert	4.21%	100.00%	75.00%	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	43.16%	73.17%	26.83%	9.76%	2.44%
Retirement	32.63%	58.06%	3.23%	-	-
Termination	8.42%	75.00%	-	25.00%	12.50%
Transfer	4.21%	50.00%	25.00%	-	-
Total Separations	100.00%	66.32%	17.89%	6.32%	2.11%

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	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	3.85%	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	15.38%	25.00%	-	-	-
Retirement	65.38%	47.06%	5.88%	-	-
Termination	11.54%	33.33%	-	33.33%	33.33%
Transfer	3.85%	-	-	-	-
Total Separations	100.00%	38.46%	3.85%	3.85%	3.85%

Professionals					
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	11.11%	50.00%	16.67%	-	-
Non-Renewal/Non-Cert	3.70%	100.00%	50.00%	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	55.56%	73.33%	20.00%	10.00%	3.33%

Retirement	22.22%	66.67%	-	-	-
Termination	3.70%	100.00%	-	50.00%	-
Transfer	3.70%	50.00%	50.00%	-	-
Total Separations	100.00%	70.37%	16.67%	7.41%	1.85%

Technicians

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-
Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Protective Service: Non-Sworn

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-
Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Para-Professionals

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-

Retirement	-	-	-	-	-
Termination	100.00%	100.00%	-	-	-
Transfer	-	-	-	-	-
Total Separations	100.00%	100.00%	-	-	-

Office/Clerical

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	14.29%	100.00%	100.00%	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	50.00%	100.00%	71.43%	14.29%	-
Retirement	14.29%	100.00%	-	-	-
Termination	14.29%	100.00%	-	-	-
Transfer	7.14%	100.00%	-	-	-
Total Separations	100.00%	100.00%	50.00%	7.14%	-

Skilled Craft

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-
Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Service Maintenance

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-

Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Faculty: Temporary

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-
Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Faculty: Customized Training

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-
Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Faculty: Probationary

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-

Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Faculty: Unlimited					
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	-	-	-	-	-
Dismissal	-	-	-	-	-
Early/Enhanced Retirement	-	-	-	-	-
Layoff	-	-	-	-	-
Non-Renewal/Non-Cert	-	-	-	-	-
Reduction in Workforce	-	-	-	-	-
Resignation	-	-	-	-	-
Retirement	-	-	-	-	-
Termination	-	-	-	-	-
Transfer	-	-	-	-	-
Total Separations	-	-	-	-	-

Agency Name:

Job Category Analysis: Listing of Job Titles

Data as of: 04/01/2020

Officials/Administrators	
Job Code	Job Title
000003	Accounting Director
000010	Administrative Mgt Director 1
001923	Accounting Manager
002091	MnSCU Information Systems Mgr
002453	Information Mgmt Srvcs Div Dir
003639	State Prog Admin Manager
003679	State Prog Admin Manager Sr
003719	State Prog Admin Manager Prin
007004	MnSCU President II
007828	MnSCU President IV
007850	Chancellor MNSCU
007855	MnSCU Admin-5
007856	MnSCU Admin-6
007857	MnSCU Admin-7
007858	MnSCU Admin-8
007859	MnSCU Admin-9
007860	MnSCU Admin-10
007861	MnSCU Admin-11
007862	MnSCU Admin-12
007864	MnSCU Admin-14
007865	MnSCU President V
007866	MnSCU President VI
007870	MnSCU President III
007871	MnSCU Vice Chancellor
008879	Executive Aide
end of data	end of data

Total

Professionals	
Job Code	Job Title

000004	Accounting Officer
000138	Business Manager 1
000577	Information Officer 3
000633	Accounting Officer Senior
000634	Management Analyst 4
000647	Information Officer 2
000774	Accounting Technician
000812	Planning Dir State
000893	Management Analyst 3
000979	Accounting Officer Inter
000996	Training & Development Spec 3
001000	Info Systems Manager
001314	Information Officer 1
001423	Human Resources Specialist 2
001486	Human Resources Technician 2
002390	Accounting Officer Principal
002957	Legal Analyst
003017	Human Resources Specialist 3
003081	Vender Mgmt Spec
003220	Mgmt Info Systems Supv 2
003352	Systems Architect
003583	Information Technology Spec 1
003584	Information Technology Spec 2
003585	Information Technology Spec 3
003586	Information Technology Spec 4
003587	Information Technology Spec 5
003604	State Prog Admin
003605	State Prog Admin Intermediate
003606	State Prog Admin Senior
003607	State Prog Admin Principal
003608	State Prog Admin Coordinator
003690	State Prog Admin Supervisor
003718	MnSCU Regional Audit Coord
003898	Labor Relations Consultant 3
007013	MnSCU Academic Professional 3
007024	MnSCU Academic Professional 4
007203	MnSCU Academic Professional 6
007204	MnSCU Academic Professional 5
end of data	end of data

Total

Technicians

Job Code	Job Title
003709	State Prog Admin Tech Spec
end of data	end of data

Total

Protective Service: Non-Sworn	
Job Code	Job Title
end of data	end of data

Total

Para-professionals	
Job Code	Job Title
end of data	end of data

Total

Office/Clerical	
Job Code	Job Title
000293	Executive 2
000427	Legal Secretary
003628	Office & Admin Special Interme
003629	Office & Admin Special Senior
003630	Office & Admin Special Prin
003632	Central Svcs Admin Spec Inter
end of data	end of data

Total

Skilled Craft

Job Code	Job Title
end of data	end of data

Total

Service Maintenance

Job Code	Job Title
end of data	end of data

Total

Faculty: Temporary

Job Code	Job Title
end of data	end of data

Total

Faculty: Customized Training

Job Code	Job Title
end of data	end of data

Total

Faculty: Probationary

Job Code	Job Title
end of data	end of data

Total**Faculty: Unlimited**

Job Code	Job Title
end of data	end of data

Total

Institution Name:

Feeder Jobs and Feeder Group Analysis

Data as of:

04/01/2020

Officials/Administrators						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000003	Officials/Administrators	Accounting Director	0.00%	0.00%	0.00%	0.00%
000010	Officials/Administrators	Administrative Mgt Director 1	0.00%	0.00%	0.00%	0.00%
000577	Professionals	Information Officer 3	1.06%	0.53%	0.00%	0.00%
001000	Professionals	Info Systems Manager	2.13%	0.00%	0.00%	0.00%
001923	Officials/Administrators	Accounting Manager	0.00%	0.00%	0.00%	0.00%
002091	Officials/Administrators	MnSCU Information Systems Mgr	0.53%	0.00%	0.00%	0.00%
002453	Officials/Administrators	Information Mgmt Srvc Div Dir	0.53%	0.00%	0.53%	0.00%
003017	Professionals	Human Resources Specialist 3	0.00%	0.00%	0.00%	0.00%
003220	Professionals	Mgmt Info Systems Supv 2	0.53%	0.00%	0.00%	0.00%
003586	Professionals	Information Technology Spec 4	8.51%	2.66%	0.53%	1.60%
003587	Professionals	Information Technology Spec 5	4.26%	1.60%	0.53%	2.13%
003606	Professionals	State Prog Admin Senior	1.06%	0.00%	0.00%	0.00%
003639	Officials/Administrators	State Prog Admin Manager	1.06%	0.53%	0.00%	0.00%
003679	Officials/Administrators	State Prog Admin Manager Sr	0.53%	0.00%	0.00%	0.00%
003690	Professionals	State Prog Admin Supervisor	1.06%	0.00%	0.00%	0.00%
003719	Officials/Administrators	State Prog Admin Manager Prin	0.53%	0.00%	0.00%	0.53%
007013	Professionals	MnSCU Academic Professional 3	0.00%	0.00%	0.00%	0.00%
007024	Professionals	MnSCU Academic Professional 4	1.60%	0.53%	1.06%	0.53%
007203	Professionals	MnSCU Academic Professional 6	4.79%	0.00%	0.53%	0.00%
007204	Professionals	MnSCU Academic Professional 5	3.72%	1.06%	0.00%	0.00%
007855	Officials/Administrators	MnSCU Admin-5	1.60%	0.00%	0.00%	0.53%
007856	Officials/Administrators	MnSCU Admin-6	2.13%	0.53%	1.06%	0.00%
007857	Officials/Administrators	MnSCU Admin-7	3.72%	2.13%	0.00%	0.53%
007858	Officials/Administrators	MnSCU Admin-8	3.19%	0.00%	0.00%	0.00%
007859	Officials/Administrators	MnSCU Admin-9	1.60%	0.00%	0.00%	0.00%
007860	Officials/Administrators	MnSCU Admin-10	1.06%	0.53%	0.00%	0.00%
007861	Officials/Administrators	MnSCU Admin-11	0.53%	0.53%	0.00%	0.00%
007862	Officials/Administrators	MnSCU Admin-12	0.53%	0.53%	0.00%	0.00%
007864	Officials/Administrators	MnSCU Admin-14	0.00%	0.00%	0.00%	0.53%
007871	Officials/Administrators	MnSCU Vice Chancellor	0.00%	0.53%	0.00%	0.53%
end of data	end of data	end of data				
Total			46.28%	11.70%	4.26%	6.91%

Professionals						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000004	Professionals	Accounting Officer	1.55%	0.52%	0.00%	0.00%
000138	Professionals	Business Manager 1	0.00%	0.00%	0.52%	0.52%
000577	Professionals	Information Officer 3	1.03%	0.52%	0.00%	0.00%
000633	Professionals	Accounting Officer Senior	1.03%	1.55%	0.00%	0.00%
000634	Professionals	Management Analyst 4	2.58%	0.52%	0.52%	0.00%

000647	Professionals	Information Officer 2	2.06%	0.52%	0.52%	0.00%
000774	Professionals	Accounting Technician	1.03%	0.00%	0.52%	0.00%
000893	Professionals	Management Analyst 3	2.06%	0.52%	0.00%	0.00%
000979	Professionals	Accounting Officer Inter	0.52%	0.52%	0.00%	0.00%
000996	Professionals	Training & Development Spec 3	0.52%	0.00%	0.52%	0.00%
001314	Professionals	Information Officer 1	0.52%	0.00%	0.00%	0.00%
001423	Professionals	Human Resources Specialist 2	0.52%	0.00%	0.52%	0.00%
001486	Professionals	Human Resources Technician 2	0.52%	0.00%	0.00%	0.00%
002390	Professionals	Accounting Officer Principal	1.55%	0.52%	0.00%	0.00%
002957	Professionals	Legal Analyst	1.55%	0.00%	0.00%	0.00%
003017	Professionals	Human Resources Specialist 3	0.00%	0.00%	0.00%	0.00%
003081	Professionals	Vender Mgmt Spec	0.00%	0.52%	0.00%	0.00%
003352	Professionals	Systems Architect	0.52%	0.00%	0.00%	0.00%
003583	Professionals	Information Technology Spec 1	1.03%	0.52%	0.00%	0.00%
003584	Professionals	Information Technology Spec 2	1.55%	0.52%	0.52%	0.52%
003585	Professionals	Information Technology Spec 3	10.82%	4.12%	0.52%	0.52%
003586	Professionals	Information Technology Spec 4	8.25%	2.58%	0.52%	1.55%
003604	Professionals	State Prog Admin	0.00%	0.00%	0.00%	0.00%
003605	Professionals	State Prog Admin Intermediate	1.03%	0.00%	0.52%	0.00%
003606	Professionals	State Prog Admin Senior	1.03%	0.00%	0.00%	0.00%
003607	Professionals	State Prog Admin Principal	1.55%	0.00%	0.00%	0.00%
003608	Professionals	State Prog Admin Coordinator	4.64%	2.06%	0.00%	1.03%
003690	Professionals	State Prog Admin Supervisor	1.03%	0.00%	0.00%	0.00%
003709	Technicians	State Prog Admin Tech Spec	0.52%	0.00%	0.00%	0.00%
003718	Professionals	MnSCU Regional Audit Coord	0.00%	0.00%	0.00%	0.00%
003898	Professionals	Labor Relations Consultant 3	0.00%	0.00%	0.00%	0.00%
007013	Professionals	MnSCU Academic Professional 3	0.00%	0.00%	0.00%	0.00%
007024	Professionals	MnSCU Academic Professional 4	1.55%	0.52%	1.03%	0.52%
007203	Professionals	MnSCU Academic Professional 6	4.64%	0.00%	0.52%	0.52%
007204	Professionals	MnSCU Academic Professional 5	3.61%	1.03%	0.00%	0.00%
end of data	end of data	end of data				

Total			58.76%	17.01%	6.70%	5.15%

Technicians						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
003628	Office/Clerical	Office & Admin Special Interme	4.76%	4.76%	0.00%	0.00%
003629	Office/Clerical	Office & Admin Special Senior	19.05%	9.52%	0.00%	4.76%
003630	Office/Clerical	Office & Admin Special Prin	47.62%	14.29%	4.76%	4.76%
003632	Office/Clerical	Central Svcs Admin Spec Inter	0.00%	0.00%	4.76%	0.00%
003709	Technicians	State Prog Admin Tech Spec	4.76%	0.00%	0.00%	0.00%
end of data	end of data	end of data				
Total			76.19%	28.57%	9.52%	9.52%

Protective Service: Non-Sworn						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				

Total	0.00%	0.00%	0.00%	0.00%
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Para-Professionals

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				
Total			0.00%	0.00%	0.00%	0.00%

Office/Clerical

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000293	Office/Clerical	Executive 2	16.00%	4.00%	0.00%	0.00%
000427	Office/Clerical	Legal Secretary	4.00%	0.00%	0.00%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	4.00%	4.00%	0.00%	0.00%
003629	Office/Clerical	Office & Admin Special Senior	16.00%	8.00%	0.00%	4.00%
003630	Office/Clerical	Office & Admin Special Prin	40.00%	12.00%	4.00%	4.00%
003632	Office/Clerical	Central Svcs Admin Spec Inter	0.00%	0.00%	4.00%	0.00%
end of data	end of data	end of data				
Total			80.00%	28.00%	8.00%	8.00%

Skilled Craft

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				
Total			0.00%	0.00%	0.00%	0.00%

Service Maintenance

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				

Total			0.00%	0.00%	0.00%	0.00%

Faculty: Temporary						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				
Total			0.00%	0.00%	0.00%	0.00%

Faculty: Customized Training						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				
Total			0.00%	0.00%	0.00%	0.00%

Faculty: Probationary						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				
Total			0.00%	0.00%	0.00%	0.00%

Faculty: Unlimited						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
end of data	end of data	end of data				

Total			0.00%	0.00%	0.00%	0.00%

Institution Name: System Office

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	Raw Statistics Veterans	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics Veterans	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.	75.00%	40.01%	25.79%	4.78%	6.41%	30.01%	19.34%	3.58%	4.81%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for deifinition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	Most of the officials hired in the last two years were Presidents which come from outside of the System Office and require a national search.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	46.28%	11.70%	4.26%	6.91%	11.57%	2.93%	1.06%	1.73%	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 %				41.58%	22.27%	4.65%	6.54%		

Professionals											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	70.00%	38.86%	9.56%	4.04%	4.94%	27.20%	6.69%	2.83%	3.46%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for deifinition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	Many external hires/promotions hired in last two years came from other State agencies or Minnesota State campuses. System Office has locations throughout MN and advertise throughtout the state.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	30.00%	58.76%	17.01%	6.70%	5.15%	17.63%	5.10%	2.01%	1.55%	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 %				44.83%	11.80%	4.84%	5.01%		

Technicians											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	20.00%	40.92%	12.01%	3.82%	4.52%	8.18%	2.40%	0.76%	0.90%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for deifinition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	Two of the 4 positions were reclassification promotions of internal staff. All technical positions are located in the St. Paul office.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	80.00%	76.19%	28.57%	9.52%	9.52%	60.95%	22.86%	7.62%	7.62%	Employee workforce for the job groups that constitute feeders to this job group.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				69.14%	25.26%	8.38%	8.52%		

Office/Clerical											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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%	40.92%	12.01%	3.82%	4.52%	32.74%	9.61%	3.06%	3.62%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for deifinition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	Our three-year hitorical appoints in this job category shows 80% from external and 20% from internal movements. All office/clerical positions are located at the St. Paul location.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.		80.00%	28.00%	8.00%	8.00%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	80.00%	Final Avail %				32.74%	9.61%	3.06%	3.62%		

Institution Name: **System Office**

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	45.71%	41.58%		
Professionals	53.85%	44.83%		
Technicians	50.00%	69.14%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	0.00%	0.00%		
Office/Clerical	80.00%	32.74%		
Skilled Craft	0.00%	0.00%		
Service Maintenance	0.00%	0.00%		
Faculty: Temporary	0.00%	0.00%		
Faculty: Customized Training	0.00%	0.00%		
Faculty: Probationary	0.00%	0.00%		
Faculty: Unlimited	0.00%	0.00%		
Totals	53.28%			

RACIAL/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	21.90%	22.27%	Monitor	
Professionals	15.38%	11.80%		
Technicians	0.00%	25.26%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	0.00%	0.00%		
Office/Clerical	28.00%	9.61%		
Skilled Craft	0.00%	0.00%		
Service Maintenance	0.00%	0.00%		
Faculty: Temporary	0.00%	0.00%		
Faculty: Customized Training	0.00%	0.00%		
Faculty: Probationary	0.00%	0.00%		
Faculty: Unlimited	0.00%	0.00%		
Totals	18.03%			

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	2.86%	4.65%	Yes	4.65%
Professionals	5.98%	4.84%		

Technicians	0.00%	8.38%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	0.00%	0.00%		
Office/Clerical	8.00%	3.06%		
Skilled Craft	0.00%	0.00%		
Service Maintenance	0.00%	0.00%		
Faculty: Temporary	0.00%	0.00%		
Faculty: Customized Training	0.00%	0.00%		
Faculty: Probationary	0.00%	0.00%		
Faculty: Unlimited	0.00%	0.00%		
Totals	5.19%			

Veterans				
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	4.76%	6.54%	Yes	6.54%
Professionals	5.98%	5.01%		
Technicians	0.00%	8.52%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	0.00%	0.00%		
Office/Clerical	8.00%	3.62%		
Skilled Craft	0.00%	0.00%		
Service Maintenance	0.00%	0.00%		
Faculty: Temporary	0.00%	0.00%		
Faculty: Customized Training	0.00%	0.00%		
Faculty: Probationary	0.00%	0.00%		
Faculty: Unlimited	0.00%	0.00%		
Totals	5.74%			

Region Definitions				
Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
Arrowhead	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
Arrowhead	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
Arrowhead	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
Central	27	Minnesota	900	Stearns County--St. Cloud City
Central	27	Minnesota	1000	Sherburne & Benton Counties
Central	27	Minnesota	1800	Wright County
East Central	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
East Central Extended	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
East Central Extended	55	Wisconsin	55101	Barron, Polk, Clark & Chippewa (North) Counties
Headwaters	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnommen & Lake of the Woods Counties
Metro	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
Metro	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
Metro	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
Metro	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
Metro	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
Metro	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
Metro	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
Metro	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
Metro	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
Metro	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
Metro	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
Metro	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
Metro	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
Metro	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
Metro	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
Metro	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
Metro	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
Metro	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
Metro	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
Metro	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
Metro	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
Metro	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
Metro	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
Metro	27	Minnesota	1700	Carver & Scott (West) Counties
Metro Extended	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
Metro Extended	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
Metro Extended	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
Metro Extended	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
Metro Extended	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
Metro Extended	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
Metro Extended	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
Metro Extended	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
Metro Extended	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
Metro Extended	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
Metro Extended	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
Metro Extended	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
Metro Extended	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
Metro Extended	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
Metro Extended	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
Metro Extended	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
Metro Extended	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
Metro Extended	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
Metro Extended	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
Metro Extended	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
Metro Extended	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
Metro Extended	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
Metro Extended	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
Metro Extended	27	Minnesota	1700	Carver & Scott (West) Counties
Metro Extended	55	Wisconsin	55102	St. Croix & Dunn Counties
North Central	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
Northwest	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
Northwest Extended	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
Northwest Extended	38	North Dakota	400	Northeast North Dakota--Grand Forks City
Northwest Extended	38	North Dakota	500	Cass County--Fargo City
South Central	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
South Central	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
Southeast	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
Southeast	27	Minnesota	2500	Olmsted County--Rochester City
Southeast	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
Southeast Extended	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
Southeast Extended	27	Minnesota	2500	Olmsted County--Rochester City
Southeast Extended	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
Southeast Extended	55	Wisconsin	900	La Crosse County
Southwest	27	Minnesota	2100	Southwest Minnesota
Southwest Central	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties

State of MN	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
State of MN	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnomon & Lake of the Woods Counties
State of MN	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
State of MN	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
State of MN	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
State of MN	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
State of MN	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
State of MN	27	Minnesota	800	West Central Minnesota
State of MN	27	Minnesota	900	Stearns County--St. Cloud City
State of MN	27	Minnesota	1000	Sherburne & Benton Counties
State of MN	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
State of MN	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
State of MN	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
State of MN	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
State of MN	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
State of MN	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
State of MN	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
State of MN	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
State of MN	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
State of MN	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
State of MN	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
State of MN	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
State of MN	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
State of MN	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
State of MN	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
State of MN	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
State of MN	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
State of MN	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
State of MN	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
State of MN	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
State of MN	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
State of MN	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
State of MN	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
State of MN	27	Minnesota	1700	Carver & Scott (West) Counties
State of MN	27	Minnesota	1800	Wright County
State of MN	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
State of MN	27	Minnesota	2100	Southwest Minnesota
State of MN	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
State of MN	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
State of MN	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
State of MN	27	Minnesota	2500	Olmsted County--Rochester City
State of MN	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
State of MN Extended	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
State of MN Extended	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnomon & Lake of the Woods Counties
State of MN Extended	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
State of MN Extended	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
State of MN Extended	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
State of MN Extended	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
State of MN Extended	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
State of MN Extended	27	Minnesota	800	West Central Minnesota
State of MN Extended	27	Minnesota	900	Stearns County--St. Cloud City
State of MN Extended	27	Minnesota	1000	Sherburne & Benton Counties
State of MN Extended	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
State of MN Extended	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
State of MN Extended	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
State of MN Extended	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
State of MN Extended	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
State of MN Extended	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
State of MN Extended	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
State of MN Extended	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
State of MN Extended	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
State of MN Extended	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
State of MN Extended	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
State of MN Extended	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
State of MN Extended	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
State of MN Extended	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
State of MN Extended	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
State of MN Extended	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
State of MN Extended	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
State of MN Extended	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
State of MN Extended	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
State of MN Extended	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
State of MN Extended	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
State of MN Extended	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
State of MN Extended	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
State of MN Extended	27	Minnesota	1700	Carver & Scott (West) Counties

State of MN Extended	27	Minnesota	1800	Wright County
State of MN Extended	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN Extended	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
State of MN Extended	27	Minnesota	2100	Southwest Minnesota
State of MN Extended	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
State of MN Extended	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
State of MN Extended	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
State of MN Extended	27	Minnesota	2500	Olmsted County--Rochester City
State of MN Extended	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
State of MN Extended	27	Minnesota	55101	Barron, Polk, Clark & Chippewa (North) Counties
State of MN Extended	38	North Dakota	500	Cass County--Fargo City
State of MN Extended	38	North Dakota	400	Northeast North Dakota--Grand Forks City
State of MN Extended	55	Wisconsin	55102	St. Croix & Dunn Counties
State of MN Plus E WI	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
State of MN Plus E WI	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnomens & Lake of the Woods Counties
State of MN Plus E WI	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
State of MN Plus E WI	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
State of MN Plus E WI	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
State of MN Plus E WI	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
State of MN Plus E WI	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
State of MN Plus E WI	27	Minnesota	800	West Central Minnesota
State of MN Plus E WI	27	Minnesota	900	Stearns County--St. Cloud City
State of MN Plus E WI	27	Minnesota	1000	Sherburne & Benton Counties
State of MN Plus E WI	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
State of MN Plus E WI	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
State of MN Plus E WI	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
State of MN Plus E WI	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
State of MN Plus E WI	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
State of MN Plus E WI	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
State of MN Plus E WI	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
State of MN Plus E WI	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
State of MN Plus E WI	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
State of MN Plus E WI	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
State of MN Plus E WI	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
State of MN Plus E WI	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
State of MN Plus E WI	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
State of MN Plus E WI	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
State of MN Plus E WI	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
State of MN Plus E WI	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
State of MN Plus E WI	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
State of MN Plus E WI	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
State of MN Plus E WI	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
State of MN Plus E WI	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
State of MN Plus E WI	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
State of MN Plus E WI	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
State of MN Plus E WI	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
State of MN Plus E WI	27	Minnesota	1700	Carver & Scott (West) Counties
State of MN Plus E WI	27	Minnesota	1800	Wright County
State of MN Plus E WI	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN Plus E WI	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
State of MN Plus E WI	27	Minnesota	2100	Southwest Minnesota
State of MN Plus E WI	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
State of MN Plus E WI	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
State of MN Plus E WI	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
State of MN Plus E WI	27	Minnesota	2500	Olmsted County--Rochester City
State of MN Plus E WI	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
State of MN Plus E WI	55	Wisconsin	55102	St. Croix & Dunn Counties
Upper Minnesota Valley	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
West Central	27	Minnesota	800	West Central Minnesota

Occupational Category Codes			
EEO-4 Cat	EEO-4 Job Category Description	OC Code	OC Code Description
1	Officials and Administrators	000010	MGR-Chief Executives And Legislators
1	Officials and Administrators	0000101	MGR-Administrative Services Managers
1	Officials and Administrators	0000102	MGR-Facilities Managers
1	Officials and Administrators	0000110	MGR-Computer And Information Systems Managers
1	Officials and Administrators	0000120	MGR-Financial Managers
1	Officials and Administrators	0000135	MGR-Compensation And Benefits Managers
1	Officials and Administrators	0000136	MGR-Human Resources Managers
1	Officials and Administrators	0000137	MGR-Training And Development Managers
1	Officials and Administrators	0000140	MGR-Industrial Production Managers
1	Officials and Administrators	0000150	MGR-Purchasing Managers
1	Officials and Administrators	0000160	MGR-Transportation, Storage, And Distribution Managers
1	Officials and Administrators	0000020	MGR-General And Operations Managers
1	Officials and Administrators	0000205	MGR-Farmers, Ranchers, And Other Agricultural Managers
1	Officials and Administrators	0000220	MGR-Construction Managers
1	Officials and Administrators	0000230	MGR-Education And Childcare Administrators
1	Officials and Administrators	0000300	MGR-Architectural And Engineering Managers
1	Officials and Administrators	0000310	MGR-Food Service Managers
1	Officials and Administrators	0000335	MGR-Entertainment and Recreation Managers
1	Officials and Administrators	0000340	MGR-Lodging Managers
1	Officials and Administrators	0000350	MGR-Medical And Health Services Managers
1	Officials and Administrators	0000360	MGR-Natural Sciences Managers
1	Officials and Administrators	0000040	MGR-Advertising And Promotions Managers
1	Officials and Administrators	0000410	MGR-Property, Real Estate, And Community Association Managers
1	Officials and Administrators	0000420	MGR-Social And Community Service Managers
1	Officials and Administrators	0000425	MGR-Emergency Management Directors
1	Officials and Administrators	0000440	MGR-Other Managers
1	Officials and Administrators	0000051	MGR-Marketing Managers
1	Officials and Administrators	0000052	MGR-Sales Managers
1	Officials and Administrators	0000060	MGR-Public Relations And Fundraising Managers
2	Professionals	001005	CMM-Computer And Information Research Scientists
2	Professionals	001006	CMM-Computer Systems Analysts
2	Professionals	001007	CMM-Information Security Analysts
2	Professionals	001010	CMM-Computer Programmers
2	Professionals	0010121	CMM-Software Developers
2	Professionals	0010122	CMM-Software Quality Assurance Analysts and Testers
2	Professionals	0010131	CMM-Web Developers
2	Professionals	0010132	CMM-Web And Digital Interface Designers
2	Professionals	0010150	CMM-Computer Support Specialists
2	Professionals	0010165	CMM-Database Administrators and Architects
2	Professionals	001105	CMM-Network And Computer Systems Administrators
2	Professionals	001106	CMM-Computer Network Architects
2	Professionals	001108	CMM-Computer Occupations, All Other
2	Professionals	001200	CMM-Actuaries
2	Professionals	001220	CMM-Operations Research Analysts
2	Professionals	001240	CMM-Other Mathematical Science Occupations
2	Professionals	001305	ENG-Architects, Except Landscape And Naval
2	Professionals	001306	ENG-Landscape Architects
2	Professionals	001310	ENG-Surveyors, Cartographers, And Photogrammetrists
2	Professionals	001320	ENG-Aerospace Engineers
2	Professionals	001340	ENG-Biomedical And Agricultural Engineers
2	Professionals	001350	ENG-Chemical Engineers
2	Professionals	001360	ENG-Civil Engineers
2	Professionals	001400	ENG-Computer Hardware Engineers
2	Professionals	001410	ENG-Electrical And Electronics Engineers
2	Professionals	001420	ENG-Environmental Engineers
2	Professionals	001430	ENG-Industrial Engineers, Including Health And Safety
2	Professionals	001440	ENG-Marine Engineers And Naval Architects
2	Professionals	001450	ENG-Materials Engineers
2	Professionals	001460	ENG-Mechanical Engineers
2	Professionals	001520	ENG-Petroleum, Mining And Geological Engineers, Including Mining Safety Engineers
2	Professionals	001530	ENG-Other Engineers
2	Professionals	001600	SCI-Agricultural And Food Scientists
2	Professionals	001610	SCI-Biological Scientists
2	Professionals	001640	SCI-Conservation Scientists And Foresters
2	Professionals	001650	SCI-Other Life Scientists
2	Professionals	001700	SCI-Astronomers And Physicists
2	Professionals	001710	SCI-Atmospheric And Space Scientists
2	Professionals	001720	SCI-Chemists And Materials Scientists
2	Professionals	001745	SCI-Environmental Scientists And Specialists, Including Health
2	Professionals	001750	SCI-Geoscientists And Hydrologists, Except Geographers
2	Professionals	001760	SCI-Physical Scientists, All Other
2	Professionals	001800	SCI-Economists
2	Professionals	001821	SCI-Clinical And Counseling Psychologists
2	Professionals	001822	SCI-School Psychologists
2	Professionals	001825	SCI-Other Psychologists

2	Professionals	001840	SCI-Urban And Regional Planners
2	Professionals	001860	SCI-Other Social Scientists
2	Professionals	001980	SCI-Occupational Health And Safety Specialists and Technicians
2	Professionals	002001	CMS-Substance Abuse And Behavioral Disorder Counselors
2	Professionals	002002	CMS-Educational, Guidance, And Career Counselors And Advisors
2	Professionals	002003	CMS-Marriage And Family Therapists
2	Professionals	002004	CMS-Mental Health Counselors
2	Professionals	002005	CMS-Rehabilitation Counselors
2	Professionals	002006	CMS-Counselors, All Other
2	Professionals	002011	CMS-Child, Family, And School Social Workers
2	Professionals	002012	CMS-Healthcare Social Workers
2	Professionals	002013	CMS-Mental Health And Substance Abuse Social Workers
2	Professionals	002014	CMS-Social Workers, All Other
2	Professionals	002015	CMS-Probation Officers And Correctional Treatment Specialists
2	Professionals	002025	CMS-Other Community and Social Service Specialists
2	Professionals	002040	CMS-Clergy
2	Professionals	002050	CMS-Directors, Religious Activities And Education
2	Professionals	002060	CMS-Religious Workers, All Other
2	Professionals	002100	LGL-Lawyers, And Judges, Magistrates, And Other Judicial Workers
2	Professionals	002105	LGL-Judicial Law Clerks
2	Professionals	002600	ENT-Artists And Related Workers
2	Professionals	002631	ENT-Commercial And Industrial Designers
2	Professionals	002632	ENT-Fashion Designers
2	Professionals	002633	ENT-Floral Designers
2	Professionals	002634	ENT-Graphic Designers
2	Professionals	002635	ENT-Interior Designers
2	Professionals	002636	ENT-Merchandise Displayers And Windows Trimmers
2	Professionals	002640	ENT-Other Designers
2	Professionals	002700	ENT-Actors
2	Professionals	002710	ENT-Producers And Directors
2	Professionals	002721	ENT-Athletes and Sports Competitors
2	Professionals	002722	ENT-Coaches and Scouts
2	Professionals	002723	ENT-Umpires, Referees, And Other Sports Officials
2	Professionals	002740	ENT-Dancers And Choreographers
2	Professionals	002751	ENT-Music Directors and Composers
2	Professionals	002752	ENT-Musicians and Singers
2	Professionals	002770	ENT-Entertainers And Performers, Sports and Related Workers, All Other
2	Professionals	002805	ENT-Broadcast Announcers And Radio Disc Jockeys
2	Professionals	002810	ENT-News Analysts, Reporters And Correspondents
2	Professionals	002825	ENT-Public Relations Specialists
2	Professionals	002830	ENT-Editors
2	Professionals	002840	ENT-Technical Writers
2	Professionals	002850	ENT-Writers And Authors
2	Professionals	002861	ENT-Interpreters and Translators
2	Professionals	002862	ENT-Court Reporters and Simultaneous Captioners
2	Professionals	002865	ENT-Media And Communication Workers, All Other
2	Professionals	003000	MED-Chiropractors
2	Professionals	003010	MED-Dentists
2	Professionals	003030	MED-Dietitians And Nutritionists
2	Professionals	003040	MED-Optometrists
2	Professionals	003050	MED-Pharmacists
2	Professionals	003090	MED-Physicians
2	Professionals	003100	MED-Surgeons
2	Professionals	003110	MED-Physician Assistants
2	Professionals	003120	MED-Podiatrists
2	Professionals	003140	MED-Audiologists
2	Professionals	003150	MED-Occupational Therapists
2	Professionals	003160	MED-Physical Therapists
2	Professionals	003200	MED-Radiation Therapists
2	Professionals	003210	MED-Recreational Therapists
2	Professionals	003220	MED-Respiratory Therapists
2	Professionals	003230	MED-Speech-Language Pathologists
2	Professionals	003245	MED-Other Therapists
2	Professionals	003250	MED-Veterinarians
2	Professionals	003255	MED-Registered Nurses
2	Professionals	003256	MED-Nurse Anesthetists
2	Professionals	003258	MED-Nurse Practitioners, And Nurse Midwives
2	Professionals	003261	MED-Acupuncturists
2	Professionals	003270	MED-Healthcare Diagnosing Or Treating Practitioners, All Other
2	Professionals	003310	MED-Dental Hygienists
2	Professionals	004340	PRS-Animal Trainers
2	Professionals	004930	SAL-Sales Engineers
2	Professionals	000500	BUS-Agents And Business Managers Of Artists, Performers, And Athletes
2	Professionals	000510	BUS-Buyers And Purchasing Agents, Farm Products
2	Professionals	000520	BUS-Wholesale And Retail Buyers, Except Farm Products
2	Professionals	000530	BUS-Purchasing Agents, Except Wholesale, Retail, And Farm Products
2	Professionals	000540	BUS-Claims Adjusters, Appraisers, Examiners, And Investigators

2	Professionals	000565	BUS-Compliance Officers
2	Professionals	000600	BUS-Cost Estimators
2	Professionals	006010	FFF-Agricultural Inspectors
2	Professionals	000630	BUS-Human Resources Workers
2	Professionals	000640	BUS-Compensation, Benefits, And Job Analysis Specialists
2	Professionals	000650	BUS-Training And Development Specialists
2	Professionals	006660	CON-Construction And Building Inspectors
2	Professionals	000700	BUS-Logisticians
2	Professionals	000705	BUS-Project Management Specialists
2	Professionals	000710	BUS-Management Analysts
2	Professionals	000725	BUS-Meeting, Convention, And Event Planners
2	Professionals	000726	BUS-Fundraisers
2	Professionals	000735	BUS-Market Research Analysts And Marketing Specialists
2	Professionals	000750	BUS-Business Operations Specialists, All Other
2	Professionals	000800	FIN-Accountants And Auditors
2	Professionals	000810	FIN-Property Appraisers And Assessors
2	Professionals	000820	FIN-Budget Analysts
2	Professionals	000830	FIN-Credit Analysts
2	Professionals	000845	FIN-Financial And Investment Analysts
2	Professionals	000850	FIN-Personal Financial Advisors
2	Professionals	000860	FIN-Insurance Underwriters
2	Professionals	000900	FIN-Financial Examiners
2	Professionals	009030	TRN-Aircraft Pilots And Flight Engineers
2	Professionals	000910	FIN-Credit Counselors And Loan Officers
2	Professionals	000930	FIN-Tax Examiners And Collectors, And Revenue Agents
2	Professionals	009310	TRN-Ship And Boat Captains And Operators
2	Professionals	000940	FIN-Tax Preparers
2	Professionals	000960	FIN-Other Financial Specialists
3	Technicians	001541	ENG-Architectural And Civil Drafters
3	Technicians	001545	ENG-Other Drafters
3	Technicians	001551	ENG-Electrical And Electronic Engineering Technologists And Technicians
3	Technicians	001555	Other Engineering Technologists And Technicians, Except Drafters
3	Technicians	001560	ENG-Surveying And Mapping Technicians
3	Technicians	001900	SCI-Agricultural And Food Science Technicians
3	Technicians	001910	SCI-Biological Technicians
3	Technicians	001920	SCI-Chemical Technicians
3	Technicians	001935	SCI-Environmental Science And Geoscience Technicians, And Nuclear Technicians
3	Technicians	001970	SCI-Other Life, Physical, And Social Science Technicians
3	Technicians	002905	ENT-Other Media And Communication Equipment Workers
3	Technicians	002910	ENT-Photographers
3	Technicians	002920	ENT-Television, Video, And Motion Picture Camera Operators And Editors
3	Technicians	003300	MED-Clinical Laboratory Technologists And Technicians
3	Technicians	003321	MED-Cardiovascular Technologists and Technicians
3	Technicians	003322	MED-Diagnostic Medical Sonographers
3	Technicians	003323	MED-Radiologic Technologists And Technicians
3	Technicians	003324	MED-Magnetic Resonance Imaging Technologists
3	Technicians	003330	MED-Nuclear Medicine Technologists and Medical Dosimetrists
3	Technicians	003401	MED-Emergency Medical Technicians
3	Technicians	003402	MED-Paramedics
3	Technicians	003421	MED-Pharmacy Technicians
3	Technicians	003422	MED-Psychiatric Technicians
3	Technicians	003423	MED-Surgical Technologists
3	Technicians	003424	MED-Veterinary Technologists and Technicians
3	Technicians	003430	MED-Dietetic Technicians And Ophthalmic Medical Technicians
3	Technicians	003500	MED-Licensed Practical And Licensed Vocational Nurses
3	Technicians	003515	MED-Medical Records Specialists
3	Technicians	003520	MED-Opticians, Dispensing
3	Technicians	003545	MED-Miscellaneous Health Technologists and Technicians
3	Technicians	003550	MED-Other Healthcare Practitioners and Technical Occupations
3	Technicians	009040	TRN-Air Traffic Controllers And Airfield Operations Specialists
4	Protective Service	003700	PRT-First-Line Supervisors Of Correctional Officers
4	Protective Service	003710	PRT-First-Line Supervisors Of Police And Detectives
4	Protective Service	003720	PRT-First-Line Supervisors Of Fire Fighting And Prevention Workers
4	Protective Service	003725	PRT-First-Line Supervisors of Security And Protective Service Workers, All Other
4	Protective Service	003740	PRT-Firefighters
4	Protective Service	003750	PRT-Fire Inspectors
4	Protective Service	003801	PRT-Bailiffs
4	Protective Service	003802	PRT-Correctional Officers and Jailers
4	Protective Service	003820	PRT-Detectives And Criminal Investigators
4	Protective Service	003840	PRT-Fish And Game Wardens And Parking Enforcement Officers
4	Protective Service	003870	PRT-Police Officers
4	Protective Service	003900	PRT-Animal Control Workers
4	Protective Service	003910	PRT-Private Detectives And Investigators
4	Protective Service	003930	PRT-Security Guards And Gaming Surveillance Officers
4	Protective Service	003940	PRT-Crossing Guards And Flaggers
4	Protective Service	003945	PRT-Transportation Security Screeners
4	Protective Service	003946	PRT-School Bus Monitors

4	Protective Service	003960	PRT-Other Protective Service Workers
5	Paraprofessionals	003601	HLS-Home Health Aides
5	Paraprofessionals	003602	HLS-Personal Care Aides
5	Paraprofessionals	003603	HLS-Nursing Assistants
5	Paraprofessionals	003605	HLS-Orderlies and Psychiatric Aides
5	Paraprofessionals	003610	HLS-Occupational Therapy Assistants And Aides
5	Paraprofessionals	003620	HLS-Physical Therapist Assistants And Aides
5	Paraprofessionals	003630	HLS-Massage Therapists
5	Paraprofessionals	003640	HLS-Dental Assistants
5	Paraprofessionals	003645	HLS-Medical Assistants
5	Paraprofessionals	003647	HLS-Pharmacy Aides
5	Paraprofessionals	003648	HLS-Veterinary Assistants And Laboratory Animal Caretakers
5	Paraprofessionals	003649	HLS-Phlebotomists
5	Paraprofessionals	003655	HLS-Other Healthcare Support Workers
6	Administrative Support	002016	CMS-Social And Human Service Assistants
6	Administrative Support	002145	LGL-Paralegals And Legal Assistants
6	Administrative Support	002170	LGL-Title Examiners, Abstractors, and Searchers
6	Administrative Support	002180	LGL-Legal Support Workers, All Other
6	Administrative Support	003646	HLS-Medical Transcriptionists
6	Administrative Support	004700	SAL-First-Line Supervisors Of Retail Sales Workers
6	Administrative Support	004710	SAL-First-Line Supervisors Of Non-Retail Sales Workers
6	Administrative Support	004720	SAL-Cashiers
6	Administrative Support	004740	SAL-Counter And Rental Clerks
6	Administrative Support	004750	SAL-Parts Salespersons
6	Administrative Support	004760	SAL-Retail Salespersons
6	Administrative Support	004800	SAL-Advertising Sales Agents
6	Administrative Support	004810	SAL-Insurance Sales Agents
6	Administrative Support	004820	SAL-Securities, Commodities, And Financial Services Sales Agents
6	Administrative Support	004830	SAL-Travel Agents
6	Administrative Support	004840	SAL-Sales Representatives Of Services, Except Advertising, Insurance, Financial Services, And Travel
6	Administrative Support	004850	SAL-Sales Representatives, Wholesale And Manufacturing
6	Administrative Support	004900	SAL-Models, Demonstrators, And Product Promoters
6	Administrative Support	004920	SAL-Real Estate Brokers And Sales Agents
6	Administrative Support	004940	SAL-Telemarketers
6	Administrative Support	004950	SAL-Door-To-Door Sales Workers, News And Street Vendors, And Related Workers
6	Administrative Support	004965	SAL-Sales And Related Workers, All Other
6	Administrative Support	005000	OFF-First-Line Supervisors Of Office And Administrative Support Workers
6	Administrative Support	005010	OFF-Switchboard Operators, Including Answering Service
6	Administrative Support	005020	OFF-Telephone Operators
6	Administrative Support	005040	OFF-Communications Equipment Operators, All Other
6	Administrative Support	005100	OFF-Bill And Account Collectors
6	Administrative Support	005110	OFF-Billing And Posting Clerks
6	Administrative Support	005120	OFF-Bookkeeping, Accounting, And Auditing Clerks
6	Administrative Support	005140	OFF-Payroll And Timekeeping Clerks
6	Administrative Support	005150	OFF-Procurement Clerks
6	Administrative Support	005160	OFF-Tellers
6	Administrative Support	005165	OFF-Other Financial Clerks
6	Administrative Support	005220	OFF-Court, Municipal, And License Clerks
6	Administrative Support	005230	OFF-Credit Authorizers, Checkers, And Clerks
6	Administrative Support	005240	OFF-Customer Service Representatives
6	Administrative Support	005250	OFF-Eligibility Interviewers, Government Programs
6	Administrative Support	005260	OFF-File Clerks
6	Administrative Support	005300	OFF-Hotel, Motel, And Resort Desk Clerks
6	Administrative Support	005310	OFF-Interviewers, Except Eligibility And Loan
6	Administrative Support	005320	OFF-Library Assistants, Clerical
6	Administrative Support	005330	OFF-Loan Interviewers And Clerks
6	Administrative Support	005340	OFF-New Accounts Clerks
6	Administrative Support	005350	OFF-Correspondence Clerks And Order Clerks
6	Administrative Support	005360	OFF-Human Resources Assistants, Except Payroll And Timekeeping
6	Administrative Support	005400	OFF-Receptionists And Information Clerks
6	Administrative Support	005410	OFF-Reservation And Transportation Ticket Agents And Travel Clerks
6	Administrative Support	005420	OFF-Other Information And Records Clerks
6	Administrative Support	005500	OFF-Cargo And Freight Agents
6	Administrative Support	005510	OFF-Couriers And Messengers
6	Administrative Support	005521	OFF-Public Safety Telecommunicators
6	Administrative Support	005522	OFF-Dispatchers, Except Police, Fire, And Ambulance
6	Administrative Support	005530	OFF-Meter Readers, Utilities
6	Administrative Support	005540	OFF-Postal Service Clerks
6	Administrative Support	005550	OFF-Postal Service Mail Carriers
6	Administrative Support	005560	OFF-Postal Service Mail Sorters, Processors, And Processing Machine Operators
6	Administrative Support	005600	OFF-Production, Planning, And Expediting Clerks
6	Administrative Support	005610	OFF-Shipping, Receiving, And Inventory Clerks
6	Administrative Support	005630	OFF-Weighers, Measurers, Checkers, And Samplers, Recordkeeping
6	Administrative Support	005710	OFF-Executive Secretaries And Executive Administrative Assistants
6	Administrative Support	005720	OFF-Legal Secretaries And Administrative Assistants
6	Administrative Support	005730	OFF-Medical Secretaries And Administrative Assistants
6	Administrative Support	005740	OFF-Secretaries And Administrative Assistants, Except Legal, Medial, And Executive

6	Administrative Support	005810	OFF-Data Entry Keyers
6	Administrative Support	005820	OFF-Word Processors And Typists
6	Administrative Support	005840	OFF-Insurance Claims And Policy Processing Clerks
6	Administrative Support	005850	OFF-Mail Clerks And Mail Machine Operators, Except Postal Service
6	Administrative Support	005860	OFF-Office Clerks, General
6	Administrative Support	005900	OFF-Office Machine Operators, Except Computer
6	Administrative Support	005910	OFF-Proofreaders And Copy Markers
6	Administrative Support	005920	OFF-Statistical Assistants
6	Administrative Support	005940	OFF-Other Office And Administrative Support Workers
7	Skilled Craft	006200	CON-First-Line Supervisors Of Construction Trades And Extraction Workers
7	Skilled Craft	006210	CON-Boilermakers
7	Skilled Craft	006220	CON-Brickmasons, Blockmasons, Stonemasons, And Reinforcing Iron And Rebar Workers
7	Skilled Craft	006230	CON-Carpenters
7	Skilled Craft	006240	CON-Carpet, Floor, And Tile Installers And Finishers
7	Skilled Craft	006250	CON-Cement Masons, Concrete Finishers, And Terrazzo Workers
7	Skilled Craft	006305	CON-Construction Equipment Operators
7	Skilled Craft	006330	CON-Drywall Installers, Ceiling Tile Installers, And Tapers
7	Skilled Craft	006355	CON-Electricians
7	Skilled Craft	006360	CON-Glaziers
7	Skilled Craft	006400	CON-Insulation Workers
7	Skilled Craft	006410	CON-Painters And Paperhangers
7	Skilled Craft	006441	CON-Pipelayers
7	Skilled Craft	006442	CON-Plumbers, Pipefitters, And Steamfitters
7	Skilled Craft	006460	CON-Plasterers And Stucco Masons
7	Skilled Craft	006515	CON-Roofers
7	Skilled Craft	006520	CON-Sheet Metal Workers
7	Skilled Craft	006530	CON-Structural Iron And Steel Workers
7	Skilled Craft	006540	CON-Solar Photovoltaic Installers
7	Skilled Craft	006700	CON-Elevator Installers And Repairers
7	Skilled Craft	006710	CON-Fence Erectors
7	Skilled Craft	006720	CON-Hazardous Materials Removal Workers
7	Skilled Craft	006730	CON-Highway Maintenance Workers
7	Skilled Craft	006740	CON-Rail-Track Laying And Maintenance Equipment Operators
7	Skilled Craft	006765	CON-Other Construction And Related Workers
7	Skilled Craft	006800	EXT-Derrick, Rotary Drill, And Service Unit Operators, And Roustabouts, Oil, Gas, And Mining
7	Skilled Craft	006825	EXT-Surface Mining Machine Operators And Earth Drillers
7	Skilled Craft	006835	EXT-Explosives Workers, Ordnance Handling Experts, and Blasters
7	Skilled Craft	006850	EXT-Underground Mining Machine Operators
7	Skilled Craft	006950	EXT-Other Extraction Workers
7	Skilled Craft	007000	RPR-First-Line Supervisors Of Mechanics, Installers, And Repairers
7	Skilled Craft	007010	RPR-Computer, Automated Teller, And Office Machine Repairers
7	Skilled Craft	007020	RPR-Radio And Telecommunications Equipment Installers And Repairers
7	Skilled Craft	007030	RPR-Avionics Technicians
7	Skilled Craft	007040	RPR-Electric Motor, Power Tool, And Related Repairers
7	Skilled Craft	007100	RPR-Other Electrical And Electronic Equipment Mechanics, Installers, And Repairers.
7	Skilled Craft	007120	RPR-Electronic Home Entertainment Equipment Installers And Repairers
7	Skilled Craft	007130	RPR-Security And Fire Alarm Systems Installers
7	Skilled Craft	007140	RPR-Aircraft Mechanics And Service Technicians
7	Skilled Craft	007150	RPR-Automotive Body And Related Repairers
7	Skilled Craft	007160	RPR-Automotive Glass Installers And Repairers
7	Skilled Craft	007200	RPR-Automotive Service Technicians And Mechanics
7	Skilled Craft	007210	RPR-Bus And Truck Mechanics And Diesel Engine Specialists
7	Skilled Craft	007220	RPR-Heavy Vehicle And Mobile Equipment Service Technicians And Mechanics
7	Skilled Craft	007240	RPR-Small Engine Mechanics
7	Skilled Craft	007260	RPR-Miscellaneous Vehicle And Mobile Equipment Mechanics, Installers, And Repairers
7	Skilled Craft	007300	RPR-Control And Valve Installers And Repairers
7	Skilled Craft	007315	RPR-Heating, Air Conditioning, And Refrigeration Mechanics And Installers
7	Skilled Craft	007320	RPR-Home Appliance Repairers
7	Skilled Craft	007330	RPR-Industrial And Refractory Machinery Mechanics
7	Skilled Craft	007340	RPR-Maintenance And Repair Workers, General
7	Skilled Craft	007350	RPR-Maintenance Workers, Machinery
7	Skilled Craft	007360	RPR-Millwrights
7	Skilled Craft	007410	RPR-Electrical Power-Line Installers And Repairers
7	Skilled Craft	007420	RPR-Telecommunications Line Installers And Repairers
7	Skilled Craft	007430	RPR-Precision Instrument And Equipment Repairers
7	Skilled Craft	007510	RPR-Coin, Vending, And Amusement Machine Servicers And Repairers
7	Skilled Craft	007540	RPR-Locksmiths And Safe Repairers
7	Skilled Craft	007560	RPR-Riggers
7	Skilled Craft	007640	RPR-Other Installation, Maintenance, And Repair Workers
7	Skilled Craft	007700	PRD-First-Line Supervisors Of Production And Operating Workers
7	Skilled Craft	007720	PRD-Electrical, Electronics, And Electromechanical Assemblers
7	Skilled Craft	007730	PRD-Engine And Other Machine Assemblers
7	Skilled Craft	007740	PRD-Structural Metal Fabricators And Fitters
7	Skilled Craft	007750	PRD-Other Assemblers And Fabricators
7	Skilled Craft	007905	PRD-Computer Numerically Controlled Tool Operators And Programmers
7	Skilled Craft	007925	PRD-Forming Machine Setters, Operators, And Tenders, Metal And Plastic
7	Skilled Craft	007950	PRD-Cutting, Punching, And Press Machine Setters, Operators, And Tenders, Metal And Plastic

7	Skilled Craft	008000	Grinding, Lapping, Polishing, And Buffing Machine Tool
7	Skilled Craft	008025	PRD-Other Machine Tool Setters, Operators, And Tenders, Metal and Plastic
7	Skilled Craft	008030	PRD-Machinists
7	Skilled Craft	008040	PRD-Metal Furnace Operators, Tenders, Pourers, And Casters
7	Skilled Craft	008100	PRD-Model Makers, Patternmakers, And Molding Machine Setters, Metal And Plastic
7	Skilled Craft	008130	PRD-Tool And Die Makers
7	Skilled Craft	008140	PRD-Welding, Soldering, And Brazing Workers
7	Skilled Craft	008225	PRD-Other Metal Workers And Plastic Workers
7	Skilled Craft	008250	PRD-Prepress Technicians And Workers
7	Skilled Craft	008255	PRD-Printing Press Operators
7	Skilled Craft	008256	PRD-Print Binding And Finishing Workers
7	Skilled Craft	008300	PRD-Laundry And Dry-Cleaning Workers
7	Skilled Craft	008310	PRD-Pressers, Textile, Garment, And Related Materials
7	Skilled Craft	008320	PRD-Sewing Machine Operators
7	Skilled Craft	008335	PRD-Shoe And Leather Workers
7	Skilled Craft	008350	PRD-Tailors, Dressmakers, And Sewers
7	Skilled Craft	008365	PRD-Textile Machine Setters, Operators, And Tenders
7	Skilled Craft	008450	PRD-Upholsterers
7	Skilled Craft	008465	PRD-Other Textile, Apparel, And Furnishings Workers
7	Skilled Craft	008500	PRD-Cabinetmakers And Bench Carpenters
7	Skilled Craft	008510	PRD-Furniture Finishers
7	Skilled Craft	008530	PRD-Sawing Machine Setters, Operators, And Tenders, Wood
7	Skilled Craft	008540	PRD-Woodworking Machine Setters, Operators, And Tenders, Except Sawing
7	Skilled Craft	008555	PRD-Other Woodworkers
7	Skilled Craft	008600	PRD-Power Plant Operators, Distributors, And Dispatchers
7	Skilled Craft	008610	PRD-Stationary Engineers And Boiler Operators
7	Skilled Craft	008620	PRD-Water And Wastewater Treatment Plant And System Operators
7	Skilled Craft	008630	PRD-Miscellaneous Plant And System Operators
7	Skilled Craft	008640	PRD-Chemical Processing Machine Setters, Operators, And Tenders
7	Skilled Craft	008650	PRD-Crushing, Grinding, Polishing, Mixing, And Blending Workers
7	Skilled Craft	008710	PRD-Cutting Workers
7	Skilled Craft	008720	PRD-Extruding, Forming, Pressing, And Compacting Machine Setters, Operators, And Tenders
7	Skilled Craft	008730	PRD-Furnace, Kiln, Oven, Drier, And Kettle Operators And Tenders
7	Skilled Craft	008740	PRD-Inspectors, Testers, Sorters, Samplers, And Weighers
7	Skilled Craft	008750	PRD-Jewelers And Precious Stone And Metal Workers
7	Skilled Craft	008760	PRD-Dental And Ophthalmic Laboratory Technicians And Medical Appliance Technicians
7	Skilled Craft	008800	PRD-Packaging And Filling Machine Operators And Tenders
7	Skilled Craft	008810	PRD-Painting Workers
7	Skilled Craft	008830	PRD-Photographic Process Workers And Processing Machine Operators
7	Skilled Craft	008850	PRD-Adhesive Bonding Machine Operators And Tenders
7	Skilled Craft	008910	PRD-Etchers And Engravers
7	Skilled Craft	008920	PRD-Molders, Shapers, And Casters, Except Metal And Plastic
7	Skilled Craft	008930	PRD-Paper Goods Machine Setters, Operators, And Tenders
7	Skilled Craft	008940	PRD-Tire Builders
7	Skilled Craft	008990	PRD-Miscellaneous Production Workers, Including Equipment Operators And Tenders
7	Skilled Craft	009510	TRN-Crane And Tower Operators
8	Service Maintenance	004000	EAT-Chefs And Head Cooks
8	Service Maintenance	004010	EAT-First-Line Supervisors Of Food Preparation And Serving Workers
8	Service Maintenance	004020	EAT-Cooks
8	Service Maintenance	004030	EAT-Food Preparation Workers
8	Service Maintenance	004040	EAT-Bartenders
8	Service Maintenance	004055	EAT-Fast Food And Counter Workers
8	Service Maintenance	004110	EAT-Waiters And Waitresses
8	Service Maintenance	004120	EAT-Food Servers, Nonrestaurant
8	Service Maintenance	004130	EAT-Dining Room And Cafeteria Attendants And Bartender Helpers
8	Service Maintenance	004140	EAT-Dishwashers
8	Service Maintenance	004150	EAT-Hosts And Hostesses, Restaurant, Lounge, And Coffee Shop
8	Service Maintenance	004160	EAT-Food Preparation and Serving Related Workers, All Other
8	Service Maintenance	004200	CLN-First-Line Supervisors Of Housekeeping And Janitorial Workers
8	Service Maintenance	004210	CLN-First-Line Supervisors Of Landscaping, Lawn Service, And Groundskeeping Workers
8	Service Maintenance	004220	CLN-Janitors And Building Cleaners
8	Service Maintenance	004230	CLN-Maids And Housekeeping Cleaners
8	Service Maintenance	004240	CLN-Pest Control Workers
8	Service Maintenance	004251	CLN-Landscaping And Groundskeeping Workers
8	Service Maintenance	004252	CLN-Tree Trimmers and Pruners
8	Service Maintenance	004255	CLN-Other Grounds Maintenance Workers
8	Service Maintenance	004330	PRS-Supervisors Of Personal Care And Service Workers
8	Service Maintenance	004350	PRS-Animal Caretakers
8	Service Maintenance	004400	PRS-Gambling Services Workers
8	Service Maintenance	004420	PRS-Ushers, Lobby Attendants, And Ticket Takers
8	Service Maintenance	004435	PRS-Other Entertainment Attendants And Related Workers
8	Service Maintenance	004461	PRS-Embalmers, Crematory Operators, And Funeral Attendants
8	Service Maintenance	004465	PRS-Morticians, Undertakers, And Funeral Arrangers
8	Service Maintenance	004500	PRS-Barbers
8	Service Maintenance	004510	PRS-Hairdressers, Hairstylists, And Cosmetologists
8	Service Maintenance	004521	PRS-Manicurists And Pedicurists
8	Service Maintenance	004522	PRS-Skincare Specialists

8	Service Maintenance	004525	PRS-Other Personal Appearance Workers
8	Service Maintenance	004530	PRS-Baggage Porters, Bellhops, And Concierges
8	Service Maintenance	004540	PRS-Tour And Travel Guides
8	Service Maintenance	004600	PRS-Childcare Workers
8	Service Maintenance	004621	PRS-Exercise Trainers And Group Fitness Instructors
8	Service Maintenance	004622	PRS-Recreation Workers
8	Service Maintenance	004640	PRS-Residential Advisors
8	Service Maintenance	004655	PRS-Personal Care and Service Workers, All Other
8	Service Maintenance	006005	FFF-First-Line Supervisors Of Farming, Fishing, And Forestry Workers
8	Service Maintenance	006040	FFF-Graders And Sorters, Agricultural Products
8	Service Maintenance	006050	FFF-Other Agricultural Workers
8	Service Maintenance	006115	FFF-Fishing And Hunting Workers
8	Service Maintenance	006120	FFF-Forest And Conservation Workers
8	Service Maintenance	006130	FFF-Logging Workers
8	Service Maintenance	006260	CON-Construction Laborers
8	Service Maintenance	006600	CON-Helpers, Construction Trades
8	Service Maintenance	007610	RPR-Helpers--Installation, Maintenance, And Repair Workers
8	Service Maintenance	007800	PRD-Bakers
8	Service Maintenance	007810	PRD-Butchers And Other Meat, Poultry, And Fish Processing Workers
8	Service Maintenance	007830	PRD-Food And Tobacco Roasting, Baking, And Drying Machine Operators And Tenders
8	Service Maintenance	007840	PRD-Food Batchmakers
8	Service Maintenance	007850	PRD-Food Cooking Machine Operators And Tenders
8	Service Maintenance	007855	PRD-Food Processing Workers, All Other
8	Service Maintenance	008950	PRD-Helpers-Production Workers
8	Service Maintenance	009005	TRN-Supervisors Of Transportation And Material Moving Workers
8	Service Maintenance	009050	TRN-Flight Attendants
8	Service Maintenance	009110	TRN-Ambulance Drivers And Attendants, Except Emergency Medical Technicians
8	Service Maintenance	009121	TRN-Bus Drivers, School
8	Service Maintenance	009122	TRN-Bus Drivers, Transit And Intercity
8	Service Maintenance	009130	TRN-Driver/Sales Workers And Truck Drivers
8	Service Maintenance	009141	TRN-Shuttle Drivers And Chauffeurs
8	Service Maintenance	009142	TRN-Taxi Drivers
8	Service Maintenance	009150	TRN-Motor Vehicle Operators, All Other
8	Service Maintenance	009210	TRN-Locomotive Engineers And Operators
8	Service Maintenance	009240	TRN-Railroad Conductors And Yardmasters
8	Service Maintenance	009265	TRN-Other Rail Transportation Workers
8	Service Maintenance	009300	TRN-Sailors And Marine Oilers, And Ship Engineers
8	Service Maintenance	009350	TRN-Parking Lot Attendants
8	Service Maintenance	009365	TRN-Transportation Service Attendants
8	Service Maintenance	009410	TRN-Transportation Inspectors
8	Service Maintenance	009415	TRN-Passenger Attendants
8	Service Maintenance	009430	TRN-Other Transportation Workers
8	Service Maintenance	009570	TRN-Conveyor, Dredge, And Hoist and Winch Operators
8	Service Maintenance	009600	TRN-Industrial Truck And Tractor Operators
8	Service Maintenance	009610	TRN-Cleaners Of Vehicles And Equipment
8	Service Maintenance	009620	TRN-Laborers And Freight, Stock, And Material Movers, Hand
8	Service Maintenance	009630	TRN-Machine Feeders And Offbearers
8	Service Maintenance	009640	TRN-Packers And Packagers, Hand
8	Service Maintenance	009645	TRN-Stockers And Order Fillers
8	Service Maintenance	009650	TRN-Pumping Station Operators
8	Service Maintenance	009720	TRN-Refuse And Recyclable Material Collectors
8	Service Maintenance	009760	TRN-Other Material Moving Workers
9	Faculty	002205	EDU-Postsecondary Teachers