



4000 B

Definitions: Equal Employment

Regulation 4000 B

Original Adoption: 03/25/2008

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Revision Dates:

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I. PURPOSE

The purpose of this regulation is to define terms used in Policy 4000, Equal Employment Opportunity, and regulations implementing that policy.

II. DEFINITIONS

- A. "Color" shall mean the hue of a person's skin.
- B. "Creed" shall mean a person's religion or practice of religion.
- C. "Disability" shall mean any person who:
 - 1. Has a physical, sensory or mental impairment which materially limits one or more major life activities; or
 - 2. Has a record of such an impairment; or
 - 3. Is perceived as having such an impairment.
- D. "Discriminate" means to treat differently than others, including to segregate or to separate, which treatment adversely affects the person.
- E. "Gender" shall mean the character of being male or female, and shall include persons who have had their birth gender medically reassigned.
- F. "Gender Identity" shall mean having or being perceived as having a self-image or identity either traditionally or not traditionally associated with one's biological maleness or femaleness.
- G. "Marital status" shall mean whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, includes protection against discrimination on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
- H. "National origin" shall mean the place of birth of an individual or of any of his or her lineal ancestors.
- I. "Reasonable Accommodations" means steps which must be taken to accommodate the known physical or mental limitations of a qualified disabled person under the Americans with Disabilities Act. These steps may include but are not limited to, nor do they necessarily require:
 - 1. making facilities readily available to and usable by disabled persons;
 - 2. job restructuring;



3. modified work schedules;
 4. reassignment to a vacant position;
 5. acquisition or modification of equipment or devices; and/ or
 6. provision of an aide on a temporary or periodic basis.
- J. “Sexual orientation” shall mean having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. Sexual orientation does not include a physical or sexual attachment to children by an adult.
- K. "Status with regard to public assistance" shall mean the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.

Legal References

29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 2615 (Family and Medical Leave Act)
38 U.S.C. § 4211 *et seq.* (Veteran’s Reemployment Rights Act)
38 U.S.C § 4301 *et seq.* (Vietnam Era Veteran’s Readjustment Assistance Act)
42 U.S.C. § 2000 *et seq.* (Title VII of the Civil Rights Acts of 1964 and 1991)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)
Minn. Stat. Chapter 363A (Minnesota Human Rights Act)
City of Minneapolis Code of Ordinances, Title VII, Ch. 139 (Human Rights Ordinance)

Cross References:

MPS Policy 4001 (Disability Non-discrimination)
MPS Policy 4002 (Harassment and Violence Prohibition)