



4000 B

Definitions: Equal Employment

Regulation 4000 B

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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 or shade 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. “Family Structure” shall mean the details of the condition of one or more minors residing with their parent, parents, legal guardian, or the designee of the parent or legal custodian of the minor; or the condition of those persons who have created communities of intention through common residence, finances, and social agreements to identify as a family.
- F. “Gender” shall mean the character of being male or female, and shall include persons who have had their birth gender medically reassigned.
- G. “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.
- H. “Gender expression” shall mean the choices a person makes in clothing, hair style, name and pronoun choice that demonstrate or are perceived as demonstrating the gender identity of the person.
- I. “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.



- J. “National origin” shall mean the place of birth of an individual or of any of his or her lineal ancestors.
- K. “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.
- L. “Sexual orientation” shall mean having or being perceived to have particular affectional, romantic, emotional, or physical attachments, without regard to the gender of either person. Sexual orientation does not include a physical or sexual attachment to children by an adult.
- M. "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)