



Minneapolis Police Department Policy and Procedure Manual

Number:
2-100

Volume Two – Personnel Administration

Misconduct Prevention, Reporting and Investigation

2-107 **Anti-Discrimination, Harassment, and Retaliation** (01/07/02) (01/15/08) (09/19/08) (01/17/22) (09/26/22) (xx/xx/25)

I. Purpose

The City of Minneapolis and the MPD are committed to providing members a work environment free from discrimination, sexual and other forms of harassment, and retaliation.

II. Policy

- A. Discrimination, Harassment, and retaliation in the workplace are unacceptable and will not be condoned or tolerated. Every member has a responsibility to comply with the City of Minneapolis' Anti-Discrimination, Harassment and Retaliation Policy ("ADH&R Policy").
- B. In addition to violating the City's and MPD's policies, discrimination, harassment, and retaliation may be a violation of Federal and State laws as well as the Minneapolis Civil Rights ordinance, and may expose not only the City, but also members, to significant liability under the law.
- C. Acts of discrimination, harassment, and retaliation are forms of serious misconduct and will result in investigation and may result in disciplinary action, up to and including discharge.
- D. Supervisors are held to a higher standard of conduct and shall be subject to a higher level of discipline for engaging in any form of discrimination, harassment, or retaliation, or for failing to enforce the Anti-Discrimination, Harassment and Retaliation Policy ("ADH&R Policy").
- E. It is the policy of the City of Minneapolis to encourage members who feel they have been subjected to discrimination, harassment, or retaliation, or who have knowledge of, or believe that discrimination, harassment, or retaliation has occurred, or is occurring within City government, to report these concerns to the Human Resources Department.

III. Definitions

Discrimination: Conduct that interferes with or alters the terms or conditions of a person's employment based on the member's protected class status, unless otherwise permitted or required by applicable law.

Harassment: Any unwelcome communication or other activity that occurs based upon a person's protected class status which unreasonably interferes with the person's ability to perform their job or creates a hostile, threatening, or intimidating work environment.

Protected class status: A person's race, ethnicity, color, national origin, ancestry, immigration status, gender identity or expression, age, creed, religion, sexual orientation, marital status, parental status, disability (including pregnancy), genetic information, veteran's status, status with regard to public assistance, and any other protected class status under state, federal, and local laws.

Retaliation: The imposition of adverse job consequences on a member because the member initiated or participated in an investigation of a bona fide discrimination, harassment, or retaliation complaint.

Note: This definition covers ADH&R-related retaliation. P&P 2-105 covers retaliation that falls outside the scope of the City's ADH&R policy.

Sexual harassment: Any unwelcome sexual advances, request for sexual favors, or other verbal or physical acts of a sexual nature when one of the following apply:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment.
- Submission to or rejection of such conduct by a person is used as basis for employment decisions affecting such person.
- Such conduct has the purpose or effect of unreasonably interfering with a person's work performance or creating an intimidating, hostile or offensive work environment.

Note: MPD policy includes in its definition of sexual harassment conduct directed at a person because of gender even though no behavior of a sexual nature occurred.