



Minneapolis
City of Lakes

If you are found guilty of workplace harassment, you could lose your job.

Creating a work environment where all employees are treated professionally is not a choice at the City of Minneapolis – it’s the law. The City of Minneapolis’ Anti-Discrimination, Harassment, and Retaliation Policy protects employees from harassment in day- to-day recruitment, testing, hiring, transfers, assignments, promotions, discipline and termination.

The following guide outlines what constitutes harassment under the City’s policy. For more information, or to file a harassment complaint, talk to your supervisor or call your HR Generalist.

What is harassment?

According to the City’s policy, harassment can include verbal, written, or physical contact based on a person’s:

1. Age
2. Ancestry
3. Color
4. Creed
5. Disability
6. Familial status
7. Gender (including pregnancy)
8. Genetic information
9. Marital status
10. National origin
11. Race
12. Religion
13. Sexual orientation (including gender identity)
14. Status with regard to public assistance
15. Veteran’s status (including Vietnam Era Veteran status)

What is the definition of sexual harassment?

Physical assault of a sexual nature, sexual advances or propositions, sexual comments, displaying publications of a sexual nature, and sexual favoritism are all covered in the definition of sexual harassment.

What are some specific examples of actions that could be considered sexual harassment?

- Intentional physical conduct of a sexual nature, such a touching or brushing against another employee’s body
- Sexual oriented gestures, sounds, or jokes
- Preferential treatment for submitting to sexual conduct
- Intentionally making an employee’s job more difficult based on gender
- Displaying pictures, posters, cartoons or other materials that are sexually revealing, suggestive or demeaning
- Gender based favoritism

What other forms of harassment are included in the Anti-Discrimination, Harassment, and Retaliation Policy?

Physical or verbal conduct that creates an intimidating, hostile or offensive working environment, interferes with an individual’s work, or affects an individual’s employment opportunities.

What are some specific examples of actions that could be considered harassment?

- Making derogatory remarks, gestures or comments about or in the presence of an employee
- Using offensive terms about or in the presence of an employee
- Demoting or terminating an employee because the employee refused a supervisor’s sexual advances.
- Intentionally making job performance more difficult for an employee. This includes making an employee the target of practical jokes, excluding an employee, refusing to work with an employee, etc.
- Displaying pictures, posters, cartoons or other materials that could be considered offensive
- Making derogatory jokes

Will the City of Minneapolis accommodate religious requirements?

City employees can request accommodations for religious dress requirements, religious prayer time during the work day and time off for religious holidays.

To request an accommodation, begin by talking to your supervisor or [HR Generalist](#).

If you have questions, or would like more information about the Anti-Discrimination, Harassment, and Retaliation Policy, contact Human Resources, or visit the [Policy section on CityTalk](#).

Workplace Harassment

You could lose your job!