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_____ moves to update the Legislative Coordinating Commission Policy Against Discrimination and Harassment as follows:

Section II. Scope and Application.

(a) This policy applies to LCC employees and nonlegislative members of LCC commissions and task forces when they are in their work environment and applies to any interaction of those individuals at any place or activity that may affect the legislative working environment. This policy applies to employees of the LCC, the Office of the Revisor of Statutes, the Legislative Reference Library, the unclassified employees of the Office of the Legislative Auditor, the Legislative Budget Office, and all joint commissions, councils, task forces, and departments. Classified employees in the Office of the Legislative Auditor are covered under the policies of Minnesota Management and Budget as indicated in Minnesota Statutes 43A.04, subd. 1(a). Allegations of discrimination and harassment by or against a member of the house of representatives or senate are covered by the respective legislative body and not this policy.

(b) In addition, the LCC intends this policy to combat discriminatory and harassing behavior by and against employees and nonlegislative members of the LCC in encounters during the course of their work with third parties, as defined under section III, paragraph (j). The LCC will investigate reports and complaints involving third parties to the best of its ability and will take reasonable action within its power to stop harassment and discrimination by or against employees in the course of their work with third parties. This policy does not apply to the interaction of third parties that does not involve a complaint of harassment or discrimination by or against an employee or nonlegislative member of the LCC.

(c) This policy does not apply to councils, or staff of the councils, established under Minnesota Statutes 15.0145.

Section III. Definitions. Add:

“Nonlegislative member” means a member of the public who is appointed to serve on a legislative commission, council, task force or working group that is covered by this policy.

Protected characteristic" means any of the characteristics covered by Title VII of the Civil Rights Act of 1964 and the Minnesota Human Rights Act, including:

- 1) race;
- 2) color;
- 3) national origin;

- 39 4) sex, including pregnancy;
- 40 5) marital status;
- 41 6) familial status;
- 42 7) religion;
- 43 8) creed;
- 44 9) sexual orientation;
- 45 10) age;
- 46 11) gender and gender orientation;
- 47 12) disability;
- 48 13) status with regard to public assistance; and
- 49 14) membership or activity in a human rights commission.

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51 **Section VI. How to report discrimination, harassment or retaliation.** Under B. Making a report or filing
52 a complaint, paragraph (b) change all instances of “should” to “must.”

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54 Staff are authorized to make technical and conforming changes necessary to incorporate these items
55 into the policy.