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CITY OF SAINT PAUL

HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY

“Serving Saint Paul residents and businesses by advancing justice and equity through education, advocacy, and enforcement.”

Human Rights Investigations
Labor Standards Investigations
Prevailing Wage
Accessible Services
Complaints of Police Misconduct
Doing Business with the City of Saint Paul
Procurement



SAINT PAUL
HUMAN RIGHTS & EQUAL
ECONOMIC OPPORTUNITY

Accommodations & language services available upon request for ALL programs

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Discrimination against members of these classes is illegal in Saint Paul

Race

Color

Disability

Religion

Creed

Age (18+)

Marital Status

Familial Status

**Sex &
Gender Identity**

**Sexual or
Affectional
Orientation**

National Origin

Ancestry

**Status with
Regard to Public
Assistance**

**Chapter
183**

We investigate allegations of discrimination in these areas



*One year statute of limitations period to file a charge of discrimination



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Edit #1: Add Federal Civil Rights Laws

The City of Saint Paul complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- **Title VI of the Civil Rights Act of 1964**, which prohibits discrimination based on race, color, or national origin (including language).
- **Section 504 of the Rehabilitation Act of 1973**, which prohibits discrimination based on disability.
- **Title IX of the Education Amendments Act of 1972**, which prohibits discrimination based on sex in education programs or activities.
- **Age Discrimination Act of 1975**, which prohibits discrimination based on age.
- **U.S. Department of Homeland Security regulation 6 C.F.R. Part 19**, which prohibits discrimination based on religion in social service programs.



Edit #2: Amend Definition of Qualified Person with a Disability

Edit the definition in Chapter 183 of a Qualified person with a disability to align with the Federal definition.

- For purposes of this definition, disability excludes any condition resulting from **current or active use of** alcohol or drug abuse which prevents a person from performing the essential functions of the job in question or constitutes a direct threat to the health or safety of others or would result in substantial physical damage to or unlawful conversion of the property of others.



Edit #3: People Centered Language

Change all existing references in Chapter 183 from 'disabled person' to people-centered language of 'people with disabilities.'

Edit #4: Use Gender Neutral Language

Change all existing references to gender in Chapter 183 to gender neutral language.

Thank you!

Questions?

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