

As a contractor with the State of Minnesota and in compliance with Minnesota Law, the contractor will not discriminate against any employee or applicant for employment because of:

- **Race**
- **Color**
- **Creed**
- **Religion**
- **National Origin**
- **Sex**
- **Disability**
- **Sexual Orientation**
- **Age**
- **Marital Status**
- **Status with regard to Public Assistance**

The contractor will take affirmative action to employ and advance in employment qualified minority, female and disabled employees and applicants and to ensure that all employment practices are free of discrimination. Such employment practices include but are not limited to:

- **Hiring**
- **Upgrading**
- **Demotion**
- **Transfer**
- **Recruitment or recruitment advertising**
- **Layoff**
- **Termination**
- **Rates of pay or other forms of compensation**
- **Selection for training, including apprenticeship**

Any persons who believe they or others have been discriminated against in employment should call or write:

MINNESOTA DEPARTMENT OF HUMAN RIGHTS
FREEMAN BUILDING
625 ROBERT STREET NORTH
SAINT PAUL, MN 55155

PHONE: 651.296.5663

TOLL FREE: 800.657.3704

TTY: 651.296.1283

WEB SITE: www.humanrights.state.mn.us

The complete Affirmative Action Plan is available for inspection upon request to employees and applicants for employment at the place and hours specified below:

To request this poster in an alternate format, contact the Minnesota Department of Human Rights.