



Office of Equal Opportunity and Affirmative Action

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Section 8. Discrimination: Sexual Orientation

University of Minnesota policy, as well as state law, prohibits discrimination on the basis of sexual orientation.

The Minnesota Human Rights Act defines sexual orientation as:

"Sexual orientation means having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person, or having or being perceived as having an orientation for such an attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness."

- Minnesota Human Rights Act, Section 363.01, Subd. 45

At the University of Minnesota, this includes gay, lesbian, bisexual, and transgender people. Harassment on the basis of sexual orientation is a violation if the conduct creates an intimidating, hostile, or offensive work or educational environment, or interferes with an individual's work or educational performance. Slurs, jokes, and verbal or physical conduct motivated by an individual's sexual orientation is unacceptable in the University educational and work environment.

In compliance with University policy on equal access to its programs, facilities, and employment, University policy also provides benefits to spouses and registered domestic partners of University employees and students. Consult your human resources office regarding specific benefits and registration of your partner. Information, education, and support is also available from the Gay, Lesbian, Bisexual, Transgender (GLBT) Programs Office, dedicated to improving the campus climate for gay, lesbian, bisexual, and transgender people at the University of Minnesota and to addressing the harmful effects of discrimination based on sexual orientation and gender identification. For more information, please refer to Resources, [Section 12](#).

If you know or suspect that discrimination is occurring, or to report an incident at the University, please contact your supervisor or administrator or the Office of Equal Opportunity. EOAA Equal Opportunity Consultants are available to discuss your concerns.

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The University of Minnesota is an equal opportunity educator and employer.

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