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| C:\Users\pwean01\Desktop\portal-logo-screen_tcm1077-226393.png | **DEPARTMENT OF TRANSPORTATION** |

**Discrimination Law Supervisor**

**Up to $108,221/annually**

**St. Paul, MN**

Join our team as a supervisor managing nondiscrimination and harassment investigations, as well as analyzing Americans with Disabilities Act (ADA) accommodation requests, to ensure MnDOT fulfills its obligations under relevant employment discrimination laws in a union environment. Key responsibilities include:

* Supervising discrimination and harassment investigators, and ADA staff.
* Analyzing complex reasonable accommodation requests, including assessing undue hardships and ensuring prompt, legally sound responses to all accommodation requests.
* Assisting managers in understanding employment discrimination laws, state personnel laws/rules, and the Minnesota Government Data Practices Act.
* Responding to discrimination charges filed with the Equal Employment Opportunity Commission and/or the MN Department of Human Rights. This includes providing a factual and legal analysis of allegations; drafting MnDOT's position statements; and responding to subpoenas and information requests.

If you're dedicated to fostering inclusive and equitable treatment in the workplace, and possess a robust understanding of employment law, we invite you to apply!

**WHY WORK FOR US**

We offer excellent employee benefits, such as low-cost health and dental insurance, and affordable dependent coverage. Other benefits include:

* 12 paid holidays per year
* Earn up to 29 paid vacation days a year
* Earn 13 days paid sick time
* Defined pension plan
* Paid life insurance
* Paid parental leave available
* Some telework may be available
* And more!

**MINIMUM QUALIFICATIONS**

Three (3) years of experience supervising professionals conducting workplace investigations OR supervising professionals representing employers in EEOC/Human Rights complaints by writing position statements or responding to complex ADA accommodation requests, including making undue hardship determinations.

**OR**

Four (4) years of advanced professional experience conducting workplace investigations OR representing employers in EEOC/Human Rights complaints by writing position statements or responding to complex ADA accommodation requests, including making undue hardship determinations.

**NOTE:** A JD degree from an American Bar Association accredited law school substitutes for one year of advanced professional experience.

**Information on the candidate’s resume must also demonstrate:**

* Legal drafting skills sufficient to communicate clear and concise findings in plain language to governing bodies, managers, supervisors, and staff.
* Legal analysis skills sufficient to comprehend case law, statutes, and regulations and to apply findings to specific facts and circumstances.
* Client counseling skills sufficient to provide complex information in a useful manner.

**APPLY ONLINE BY 5/6/2024:**

1. Go to [**www.mn.gov/careers**](http://www.mn.gov/careers)
2. Click “**Search open positions**”
3. Enter the Job Opening ID **“75567”** in the Keywords search box and click “**>>**”
4. Click on the Job Title to view the job posting
5. Click “**Apply for Job**”
6. When prompted for your **Referral Source, please list: Other – Native American Bar Association**

**Only applicants received on mn.gov/careers will be considered.**

**CONTACT FOR ADDITIONAL INFORMATION:**

**Lena Garcia, MnDOT Recruitment Specialist**

**Lena.Garcia@state.mn.us**

**612-257-2388**