



Agency Overview - 2025

Commissioner Lucero



Agenda

Minnesota civil rights
overview

Agency overview

Governor Walz and
Lieutenant Governor
Flanagan's 2025 Budget

About Minnesota's Civil Rights Laws

mn.gov/mdhr

Minnesota's strong civil rights tradition

mn.gov/mdhr

1858

Minnesota Constitution Ratified

1885

Minnesota Equal Accommodations Act

1921

Minnesota Anti-lynching Law

1955

Minnesota Fair Employment Peace Act

1967

Minnesota Human Rights Act



Minnesota has a long history of preventing discrimination

1885: The Minnesota Equal Accommodations Act was signed into law prohibiting public businesses from discrimination because of race.

SEC. 6176. **Civil rights.**—That all persons within the jurisdiction of the state of Minnesota shall be entitled to the full and equal enjoyment of the accommodations, advantages, facilities and privileges of inns, public conveyances on land or water, theatres and places of public amusements, restaurants and barber shops, subject only to the conditions and limitations established by law and applicable alike to all citizens of every race and color, regardless of any previous condition of servitude.

1885, ch. 224: “An act to protect all citizens in their civil and legal rights.” Approved March 7th.

SEC. 6177. **Penalties.**—That any person who shall violate the foregoing section by denying to any citizen, except for reasons by law applicable to citizens of every race and color, and regardless of any previous condition of servitude, the full enjoyment of any of the accommodations, advantages, facilities or privileges in said section enumerated, or by aiding or inciting such denial, shall for every such offense be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than one hundred nor more than five hundred dollars, or shall be imprisoned not less than thirty days nor more than one year.

1885, ch. 224, § 2.

499



Minnesota Human
Rights Act becomes
law in 1967

Strengthening Anti-Discrimination Law

1973

Prohibited source of **income discrimination** in housing, employment, and education.

1983

Employers are **required to provide reasonable accommodations** to persons with disabilities.

1993

We became the first state to prohibit discrimination on the bases of both **sexual orientation** and **gender identity**.

2024

Minnesotans with **intermittent health conditions** like diabetes or epilepsy, or who have cancer in remission, now have protections from disability discrimination.

Enforcing the Minnesota Human Rights Act



Investigate, Mediate,
Conciliate, Litigate,
and Monitor
Discrimination Cases



Issue and Monitor
Workforce and
Equal Pay
Certificates



3,500

Workforce Certificates



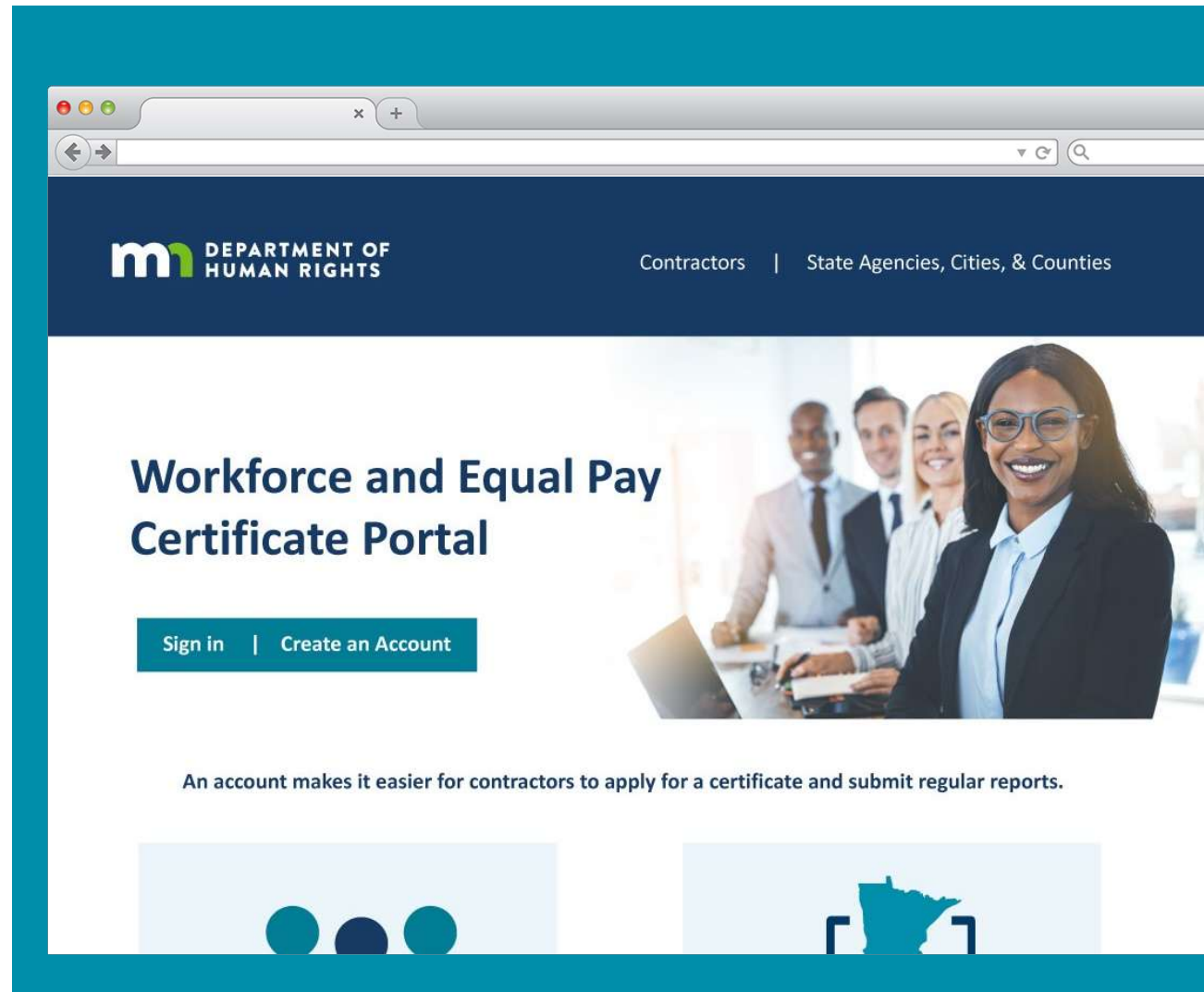
1,500

Equal Pay Certificates

Example of MDHR Supporting Minnesota Businesses

Portal

- **Improve experience** for 3,500 businesses
- **Streamline procurement** process for state agencies
- Improve **operational efficiency** for our staff
- **Goal:** launch in November or December



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Investigate, Mediate, Conciliate,
Litigate, and Monitor
Discrimination Cases

Minnesota Human Rights Act

Unlawful
discrimination is
prohibited in:

Because of:

Employment

Disability
Sex (including pregnancy)
Race/Color
Age
Sexual Orientation
Gender Identity
National Origin
Public Assistance support

Housing

Disability
Sex (including pregnancy)
Race/Color
Sexual Orientation
Gender Identity
National Origin
Public Assistance support

Businesses Open to the Public

Disability
Sex (including pregnancy)
Race/Color
Sexual Orientation
Gender Identity
National Origin

Schools

Disability
Sex (including pregnancy)
Race/Color
Age
Sexual Orientation
Gender Identity
National Origin
Public Assistance support



Cases come from Minnesotans directly. And they come from all over Minnesota.

A look at our investigations



MDHR supports Minnesotans by conducting a neutral fact-finding investigation or mediation.



Minnesotans can only file cases allowed by statute (363A).

mn.gov/mdhr



Minnesotans file with MDHR if they believe they were unlawfully discriminated, harassed, and/or retaliated against.



After investigation, MDHR issues a finding under 363A.



**Employment
makes up about
half of our cases.**



**Minnesotans most commonly
report discrimination on the bases
of disability, sex, and race.**

First step in neutral investigation

Connect with the investigation team on an alleged MHRA violation:

mn.gov/mdhr

Report Discrimination

Online Form

Investigation Process

Mediation

Frequently Asked Questions

Legal Help

Ban the Box Submission

Report Discrimination

Do you believe you were discriminated against? Were you asked about your current or past pay while applying for a job?

Please complete the form below. That information goes directly to the investigation team.

If you do not have access to the internet to complete this form, leave us a message at **651-539-1100** or **1-833-454-0148**. Translation/interpretation services are available.

- **Filling out this form does not mean you filed a charge of discrimination.** We will review the information you submitted and determine your experience is covered under the Minnesota Human Rights Act.
- The **Civil Rights Investigation Process chart** explains what happens next.
- You have within **one year** to report the alleged act of discrimination to the Minnesota Department of Human Rights.
- If you are the victim of a crime, including a hate crime, or fear for your safety, call 911 immediately.

Incident Details

What Happened

I believe I was discriminated against

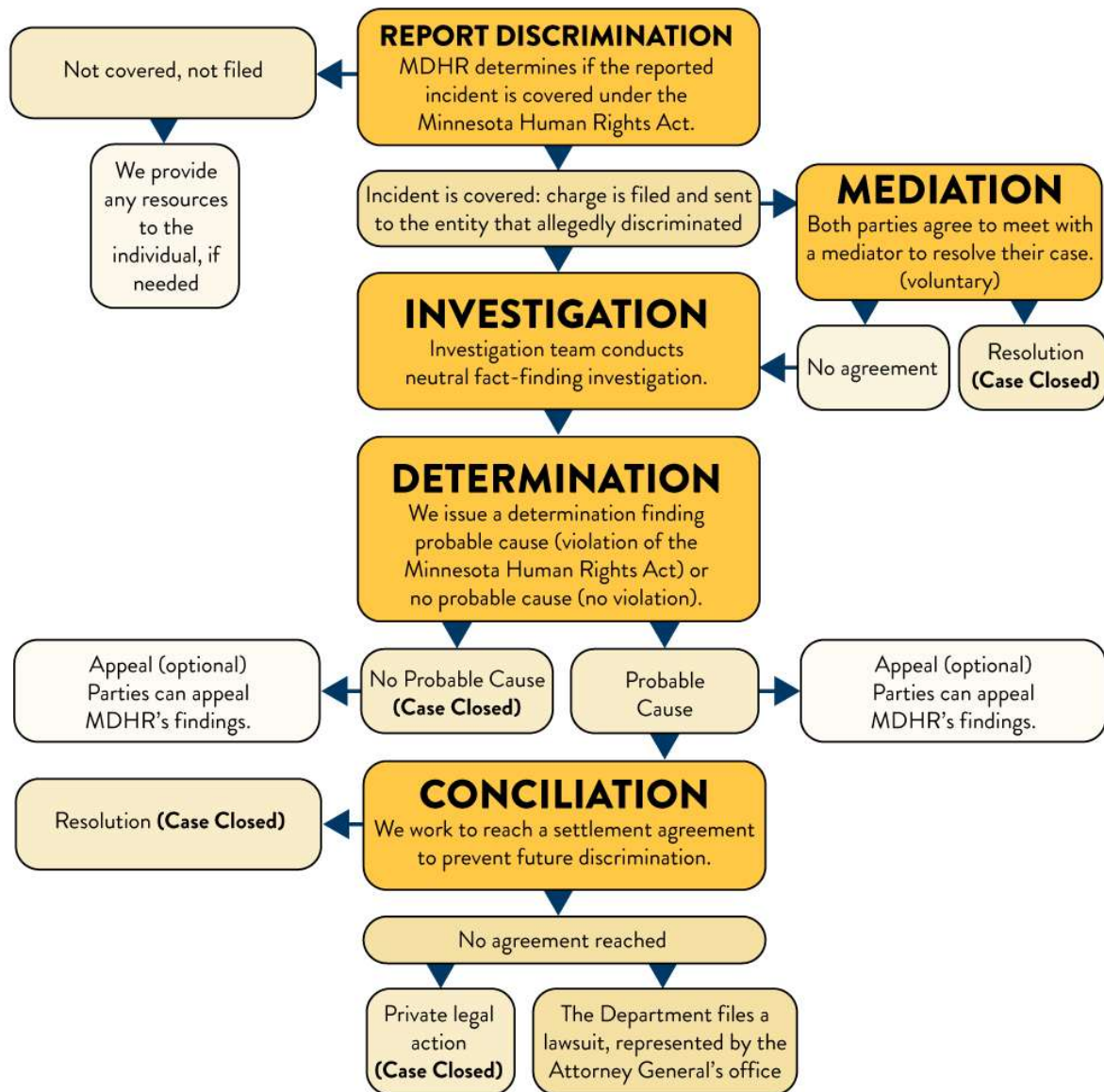
I want to report discrimination that I have witnessed

I was asked about my current and/or past pay during the hiring process (application, interview, pay negotiation, etc.)

Other

If you selected other, please explain

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We conduct neutral and comprehensive investigations.

MDHRs Alternative Dispute Resolution Program



The mediator listened intently, communicated effectively, and both parties were willing to reach a solution.

What Parties Say About Mediation

Benefits



Neutral space for disputing parties to mutually communicate



Reach agreements that work for everyone



Saves time and money

Sexual Harassment & Assault



To effectively prevent sexual assault and harassment, employers and schools must not only have strong policies, but enforce those policies.

m DEPARTMENT OF HUMAN RIGHTS

- McDonald's
- Home Depot
- Renaissance Festival
- Paramount Auto Service
- Bruening Rock
- Ramsey County
- Red Cabin Custard
- Minnesota Sword Club
- Sheridan Printing

Education



Children deserve the
opportunity to thrive,
socially and academically,
in school.

Decorative circles: 8 in top right, 10 in bottom left.

- Pine City Public Schools
- Humphrey School
- Charter School in Vadnais Heights
- West Lutheran

Reasonable Accommodation

**Minnesotans have a right to request a
reasonable accommodation as allowed under
the Minnesota Human Rights Act.**



Pregnancy Discrimination

MN Department of Human Rights settles 2nd pregnancy discrimination in less than 2 months

Brittney Ermon KSTP



MN Department of Human Rights settles 2nd pregnancy discrimination in less than 2 months

The Minnesota Department of Human Rights (MDHR) has settled a second pregnancy discrimination in less than two months.

The agency calls these discrimination cases "persistent and prevalent."

Employer Fired Employee

Within One Hour of

Learning She Was Pregnant

Consent decree with the City of Minneapolis and Minneapolis Police Department



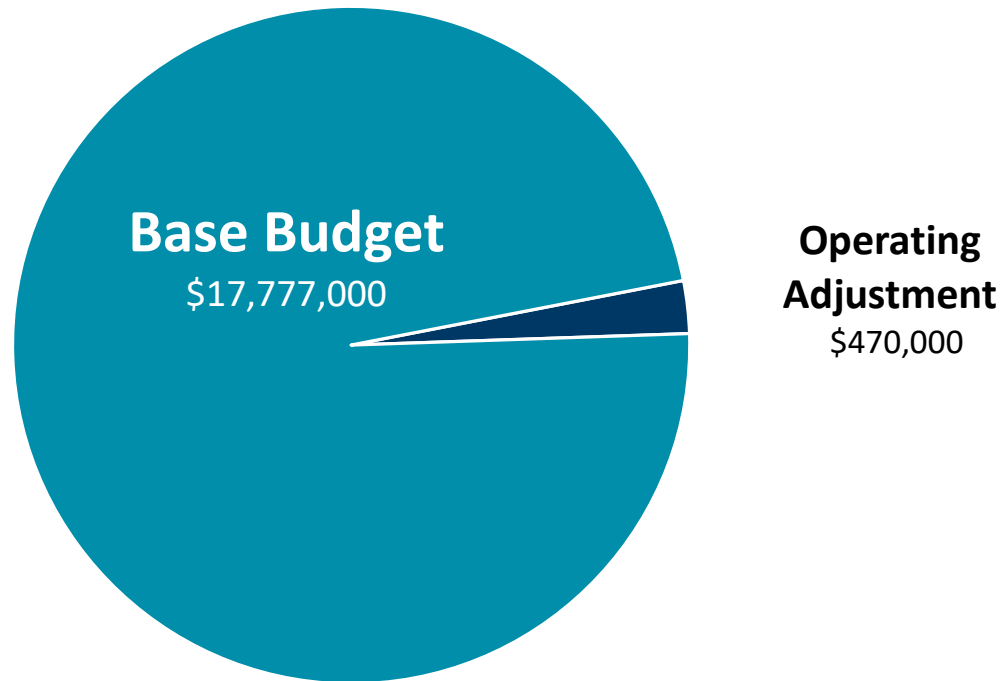
The Minnesota Department of Human Rights is laser-focused on nothing less than transformational change for the City and MPD.

Under the state consent decree, the City and MPD have begun to make foundational changes.



We are a people-powered agency.

Biennium Budget Request & Base Budget (FY 26 & 27)



Thank you!