

Department Policy-Technical Bill

What is the Proposal?

HF863 is composed of technical changes to the Minnesota Human Rights Act, which will clarify the statute and improve agency operations. The changes proposed in this bill come from stakeholder feedback and recommendations from the Office of the Legislative Auditor.

Why is HF863 Needed?

This technical bill will make the department's operations more effective and efficient. Additionally, it will improve the experience and the services that charging parties, respondents, and businesses receive from our department.

How does HF863 Work?

- Allow the department to receive and send documents electronically for parties involved in a civil rights proceeding ([Minn. Stat. 363A.28](#), [363A.29](#), [363A.31](#), and [363A.33](#)).
- Allow adequate time for a respondent to provide an initial response to a verified charge of discrimination by extending their response deadline to 30 days ([Minn. Stat. 363A.28](#)).
- Allow charging parties an adequate time to submit a request to appeal a determination by extending their response deadline to 30 days ([Minn. Stat. 363A.28](#)).
- Clarify in the statute that respondents have a right to appeal a determination, which is currently only in the department's Administrative Rules ([Minn. Stat. 363A.28](#)).
- Clarify how the department may proceed when conciliation between parties is unsuccessful ([Minn. Stat. 363A.28](#)).
- Clarify investigative case prioritization requirements ([Minn. Stat. 363A.28](#)).

- Align the data classifications for Workforce and Equal Pay Certificates and clarify the department's ability to provide technical assistance for certificate compliance with state agencies and political subdivisions ([Minn. Stat. 363A.36](#) and [363A.44](#)).
- Clarify and ensure that Minnesota and non-Minnesota based business are held to the same Workforce Certificate standards ([Minn. Stat. 363A.36](#)).
- Update the statute's public policy section so that all existing protected classes are appropriately listed ([Minn. Stat. 363A.02](#) and [363A.08](#)).

Frequently Asked Questions

1. Does HF863 make changes to any protected class statuses in Minnesota?

No technical amendments proposed in this bill make any changes to existing protected class statuses in the Minnesota Human Rights Act.

2. Does HF863 make any changes to what is considered an unfair discriminatory practice in Minnesota?

No, there are no changes to what is considered an unfair discriminatory practice in the Minnesota Human Rights Act.

Contact

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