



## House Judiciary Finance & Civil Law Committee

Thursday, February 3, 2022

# Introductions



**Rebecca Lucero**

Commissioner



**Eric Armacanqui**

Government Relations Director

# Building a Thriving Minnesota



**Our vision:** Create a world where everyone can lead lives full of dignity and joy.

**Our mission:** Make Minnesota discrimination free.

**Our goals:**

1. Create a more equitable Minnesota.
2. Create a more inclusive culture.
3. Identify and eliminate discrimination.

# Minnesota Human Rights Act



PROTECTED CLASSES	AREAS OF PROTECTION						
	Employment	Housing	Public Places	Government Services	Education	Credit	Business
Race	●	●	●	●	●	●	●
Color	●	●	●	●	●	●	●
Creed	●	●	●	●	●	●	
Religion	●	●	●	●	●	●	
National Origin	●	●	●	●	●	●	●
Sex	●	●	●	●	●	●	●
Marital Status	●	●	●		●	●	
Disability	●	●	●	●	●	●	●
Public Assistance	●	●		●	●	●	
Age	●				●		
Sexual Orientation	●	●	●	●	●	●	●
Gender Identity	●	●	●	●	●	●	●
Familial Status	●	●					
Local Human Rights Commission Activity	●						

We enforce Minnesota’s civil rights law.

The **Minnesota Human Rights Act** prohibits discrimination based on:

- **Protected class:** race, sex, disability, age, sexual orientation, and religion etc.
- **Area:** education, employment, housing, public accommodations, and public services.

# Recent Cases

# Age Discrimination

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MDHR’s findings reaffirm that I was a victim of age discrimination. I am glad that I valued myself and spoke up. This settlement will help me truly begin the healing process.

KATHLEEN DAHLSTROM

 DEPARTMENT OF  
HUMAN RIGHTS

The owner of a dental office **fired an employee because of her age.**

The owner said he couldn’t work with the employee because she was “too old.”

The settlement agreement requires the employer to make changes to prevent future age discrimination and pay Kathleen for lost wages and damages.

# Sexual Harassment

Last year, MDHR announced six sexual harassment cases, demonstrating that **sexual harassment is pervasive and persistent**.

These cases are from across the state, range in size, and all are workplaces:

- Renaissance Festival (Shakopee)
- Red Cabin Custard (Ely)
- Minnesota Sword Club (Minneapolis)
- McDonald's (Maple Grove)
- Bruening Rock (Zumbrota)
- University of Minnesota – Humphrey School (Minneapolis)

“ For employers to effectively prevent sexual harassment, assault, or rape from occurring they must not only have strong policies, but they must also enforce those policies. ”

Rebecca Lucero, Commissioner



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MDHR sued a McDonald's franchisee for workplace sexual assault and harassment.

Employees in positions of power failed to act after a 24-year-old manager repeatedly sexually assaulted a 14-year-old employee at the restaurant.

And the company's policies were ineffective. They said to call a fake number to report sexual harassment listed as: XXX-XXX-XXXX

MDHR is **seeking structural change** to ensure employees at **all McDonald's locations** are provided a safe work environment.



Three employees sexually harassed a truck driver on three different occasions.

The company didn't enforce its own sexual harassment policy. Employees who saw harassment did nothing.

And a manager reassured a harasser "not to worry about anything" during an investigation.

The settlement requires the company to create a 24/7 hotline that allows employees to report unwelcome behavior, update its sexual harassment policies, and provide training to employees.

**Settlement Reached  
with a Company  
that Refused to  
Address its Sexist  
Workplace Culture**

A woman was told by a movie theater that they would have closed captioning available for her. However, when she arrived, there was no closed captioning available.

**Through mediation, the woman and the movie theater owner found common ground:**

- Implemented a cost-effective captioning system.
- Organized movie events for the deaf and hard of hearing community, bringing more business to the theater and expanding events for Minnesotans who are deaf or hard of hearing.

**Mediation helps  
Minnesotans find  
solutions that work  
for both parties.**

# Questions?