

# Chapter 99

2026 Regular Session

**Subject** Discrimination; Human Rights Act; Disability Accommodations

**Bill** S.F. 3210

**Analyst** Mary Davis

**Date** May 21, 2026

## Overview

This law adds language to the public policy statement of the Minnesota Human Rights Act related to accommodations for individuals with a disability. The Americans with Disabilities Act (ADA) and the Minnesota Human Rights Act both currently require an employer to engage in an interactive process to provide an accommodation for a disability.

## Summary

Section	Description
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| 1 | <p><b>Freedom from discrimination.</b></p> <p>This section provides that not engaging in the process to provide a reasonable accommodation could be a discriminatory practice.</p> |
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