

Subject Minnesota Human Rights Act; Sexual Orientation Discrimination

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Summary

This bill creates a new definition in the Minnesota Human Rights Act for the term “gender identity” providing that the term means a person’s sense of being a man, a woman, both, or neither, and clarifies that a person’s gender identity might not align with the primary or secondary sex characteristics commonly associated with being defined as a man or a woman. This bill also removes language from the existing definition of “sexual orientation” that included having or being perceived as having an identity not traditionally associated with one’s biological male or female traits.

Because the bill creates a new definition in the human rights act related to gender identity and removes similar language from the current definition of sexual orientation, the bill also makes it a violation of the Minnesota Human Rights Act to discriminate against a person based on their gender identity for the purposes of housing, education, business dealings, extension of credit, employment, and in places of public accommodation, and outside the human rights act prohibiting discrimination by appraisers and mental health workers based on a person’s gender identity.

This bill also removes an exception that allows homeowners to discriminate on the basis of sexual orientation when renting a building that has two units and repeals an existing law that allows discrimination on the basis of sexual orientation related to hiring employees for organizations providing services to youth.