

Protections Chart

Summary of Protections

There are some exceptions to the Minnesota Human Rights Act coverage. Unfortunately, unfair treatment happens a lot, but not every unfair act is illegal. The table below shows the classes which are protected in each area.

	Employment	Housing	Public accommodations	Public Service	Education	Credit	Business
Race	yes	yes	yes	yes	yes	yes	yes
Color	yes	yes	yes	yes	yes	yes	yes
Creed	yes	yes	yes	yes	yes	yes	no
Religion	yes	yes	yes	yes	yes	yes	no
National Origin	yes	yes	yes	yes	yes	yes	yes
Sex	yes	yes	yes	yes	yes	yes	yes
Marital status	yes	yes	yes	no	yes	yes	no
Disability	yes	yes	yes	yes	yes	yes	yes
Public assistance	yes	yes	no	yes	yes	yes	no
Age	yes	no	no	no	yes		no
Sexual orientation	yes	yes	yes	yes	yes	yes	yes
Familial status	yes	yes	no	no	no	no	no
Local human rights commission activity	yes	no	no	no	no	no	no

Other protections in the Minnesota Human Rights Act

Reprisal (revenge) is illegal under the Minnesota Human Rights Act. You cannot be punished for:

- Opposing discrimination
- Having friends from other protected classes
- Filing a discrimination charge or complaining about harassment or discrimination
- Taking part in an investigation by a human rights organization

It is also illegal to aid and abet discrimination. This means a person may not help someone else commit discriminatory acts.

Obstructing the work of the Department of Human Rights is illegal as well. For example, it is illegal for a person to suggest to others that they lie or withhold information relevant to a discrimination investigation.

What to do

If you think you are a victim of discrimination:

- Write down what happened to you if you think it was unfair.
- Write down the dates when the unfair treatment happened.
- Write down the names of other people that were there.
- Write down what the people who were there said.

Do not wait!

Sometimes it is hard to say what is discrimination and what is not discrimination—every situation is different. But if you think you are a victim of discrimination, do not wait. Contact the Minnesota Department of Human Rights immediately. You have one year after the discrimination happened to file a complaint.

How to Contact Us

We take phone calls Monday through Friday, 8:00 am to 4:30 pm

Phone: 651-539-1100 (TTY 651-296-1283); Toll free: 1-800-657-3704

You do not need an appointment to visit our office

We accept walk-ins from 9:00 am to 4:00 pm, Monday through Friday.

Our address

Minnesota Department of Human Rights
Freeman Building
625 Robert Street North
Saint Paul, MN 55155

Email address

info.MDHR@state.mn.us

If you are emailing the department about filing a charge of discrimination and do not receive a reply within five business days, please contact our intake unit by phone at 651-539-1100 (TTY 651-296-1283) or Toll Free at 1-800-657-3704.

Getting an interpreter

Interpreters may be available to communicate with our office. Call us and say, *“I need a (say your language here) interpreter.”*

This document is not a complete answer to your rights under the Minnesota Human Rights Act.