



Know Your Civil Rights

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Team introduction with staff photo – Up to 4 people



Audel Shokohzadeh

Community Engagement Director
He/Him/His

- Overview of the Minnesota Department of Human Rights
- The Minnesota Human Rights Act
- Overview of Real Cases
- Tips after an Incident of Discrimination
- Discrimination Helpline
- Q&A



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 Department of Human Rights

- We are the state's civil rights enforcement agency.
- We are charged with **upholding the civil rights of all Minnesotans** under the Minnesota Human Rights Act.
- Our civil rights laws **prohibits discrimination** on the basis of all **protected class statuses**.

“Discrimination threatens the rights and privileges of the inhabitants of this state and menaces the institutions and foundations of democracy.”

-Minnesota Human Rights Act

Enforcing the Minnesota Human Rights Act

**Investigate
Charges of
Discrimination**

**Equity and
Inclusion for
State Contracting**

**Education
and
Outreach**

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 one of the strongest civil rights laws in the country.

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

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

Examples of Discrimination in Employment

- A company denies interviews to women because it does not want to hire women to fill positions traditionally held by men.
- A company gives pay raises only to its white employees, even though employees of other races and skin colors have the same training and experience.
- An employee's co-workers harass them with racial slurs and post racially offensive symbols and images in the workplace. This happens every week. The employer knows about it but does nothing.
- An employer has an “English-only” policy when there is no clear business need, such as when employees are on break.

More Examples

- A company fires an employee because she becomes pregnant.
- A co-worker sexual harasses another co-worker. The employer knows about it and does nothing.
- An employer does not compensate a particular group of employees for overtime work because of the group's national origin; all other employees get paid time and a half for the extra hours they work.
- An employer demotes older workers to jobs that pay less because of their age; they are "too old to learn new things."
- An employee files a charge with the Department of Human Rights and is terminated, demoted, or otherwise treated adversely as a result

Helpful Tips after an Incident of Discrimination

If you feel you have been treated unfairly, contact the Minnesota

Department of Human Rights:

- Write down what happened.
- Write down dates and times.
- Write down the names of other people that were there.
- Keep or write down information relating to phone calls, voicemails, texts, emails, letters, social media posts, etc.
- Don't Wait! You have one year from the date of the incident to file a charge.



How to Report Discrimination



If you have experienced or witnessed an incident of discrimination or bias, contact the Minnesota Department of Human Rights.



1-833-454-0148



mn.gov/mdhr

Thank You!

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