

# CSL Plasma's Pattern of Discrimination

2011

CSL Plasma required Alice to mark male on her intake form.

Alice, a transgender woman, began donating plasma in Duluth.

2015

CSL Plasma stopped Alice from donating when she marked female, consistent with her gender identity.

2016

Alice filed a charge of discrimination with MDHR.

2017

MDHR found probable cause that CSL Plasma discriminated against Alice.

2018

CSL Plasma refused to work with MDHR to settle the case.

CSL Plasma **continued to discriminate** against Alice when she tried to donate in Minneapolis.

2019

MDHR sued CSL Plasma for violating the Minnesota Human Rights Act.

CSL Plasma claims they updated their policies.

CSL Plasma **discriminated again** on the basis of gender identity. This time against Charlie, who is non-binary.

MDHR amended its lawsuit against CSL Plasma for continuing to discriminate on the basis of gender identity.

2020

Case continues to be litigated in court.

2021

MDHR obtained a successful resolution of the lawsuit in court. As a result, CSL Plasma cannot prohibit Minnesotans from donating plasma solely because of their gender identity.

2023

**MDHR announces successful end of consent decree with CSL Plasma. After suing for gender identity discrimination, state determines company no longer discriminates against transgender and non-binary Minnesotans.**

Our consent decree has provided CSL Plasma with the tools and framework needed to root out discriminatory practices from its business.