
Report to the Legislature

Biannual Report: July – Dec. 2024

January 31, 2025



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Introduction

The Minnesota Department of Human Rights submits its semi-annual report to the legislature (pursuant to 1997 Minnesota Session Law, Chapter 239, Article 1, Section 15), which summarizes investigation results and the resolution of complaints that were filed with the Department from July 1, 2024, to December 31, 2024.

The Minnesota Human Rights Act is the foundation of the Department's work. The Act, passed into law in 1967, protects the civil rights of Minnesotans. The Act tasks the Department with important enforcement duties in employment, housing, education, credit, public accommodations, and public services because of prohibited reasons, such as: race, religion, disability, national origin, sex, marital status, familial status, public assistance status, age, sexual orientation, and gender identity.

This report summarizes the Department's investigatory process and provides specific details regarding newly filed charges, overall case inventory, how Minnesotans are successfully utilizing alternative dispute resolution, and case closure information.

New Cases¹

There were 556 new charges filed by Minnesotans during this reporting period, of which 96% are open, either in mediation or the investigatory process. In this reporting period:

- The most common areas of discrimination overall are:
 - Employment (55.1%)²
 - Public Accommodations (6.3%)
 - Housing/Real Property (5.1%)

- For employment claims specifically, the most common types of employment related charges are:
 - Disability (36%)
 - Sex (22%)
 - Race (18.5%)

- The most common bases of discrimination, regardless of area are:
 - Disability (37.2%)
 - Sex (20.6%)
 - Race (20.2%)

¹ Note that one case can have multiple charges. This is why there are more charges than cases filed.

² An additional 19.7% of charges were related to reprisals in employment.

Case Inventory

In this reporting period, the total number of cases in inventory was 1415. Of the cases pending determination, 73% of cases in the case inventory are less than a year old. The inventory breaks down as follows:

- 1028 cases are less than 365 days old
 - 237 cases are less than 90 days old
 - 291 cases are between 91-180 days old
 - 229 cases are between 181-270 days old
 - 271 cases are between 271-365 days old
- 387 cases are over 365 days old.
- MDHR has 30 full-time employees who work on the case inventory, which equals an average caseload of 47 cases.³

Alternative Dispute Resolution

Mediation is a positive alternative dispute resolution tool that is available if all parties agree to the process. By utilizing mediation, the Department helps move all parties forward in both a positive and time efficient way. During this reporting period:

- 190 total cases were referred to mediation
- 61 cases were scheduled for mediation for this reporting period⁴
- 40 cases were settled through mediation⁵
- 26 cases were returned from mediation to investigation⁶
- The average time a case was in mediation was 114 days⁷

³ Employees who work on case inventory include intake staff who assist Minnesotans with filing the charge of discrimination, investigators, case support staff who help move cases forward efficiently and effectively, and the legal team.

⁴ A mediation is only scheduled when both parties agree to participate in the mediation process. Additionally, some may be scheduled out in the next reporting period.

⁵ This number includes some mediations scheduled during a previous reporting period and settled in this reporting period.

⁶ This includes cases that may have been referred to mediation in a previous reporting period but were subsequently returned to investigation during this reporting period.

⁷ For mediations scheduled and closed in this reporting period, this covers from the day a case was referred to mediation up to when a mediation decision was finalized. This includes both when a mediation case was settled and when a case was not settled.

Case Closures

The Department closed 300 cases in this reporting period, which is a 34% increase compared to the previous reporting period. Of the 300 closed cases:

- 40 cases (12.8%) were settled through mediation, a favorable resolution for both parties⁸
- 160 cases (53.33%) resulted in a favorable determination for the respondent:
 - 136 cases were closed with a no probable cause determination
 - 24 cases were dismissed by the department
- 65 cases (21.7%) resulted in a favorable determination for the charging party:
 - 26 cases were probable cause or split probable cause determinations⁹
 - 39 cases were resolved prior to a full investigation and formal determination
- 61 cases (20.33%) were withdrawn by charging party before a determination was reached

Case Conclusions

The average time for a case to reach a conclusion by the Department through dismissal, mediation, or determination was 494 days.

- Average time to reach a settlement through mediation was 86 days (40 total cases)
- Average time to dismiss a case was 453 days (26 total cases)
- Average time to reach no probable cause determination was 548 days (139 total cases)
- Average time to reach a probable cause or split determination was 771 days (36 total cases)¹⁰

⁸ This number includes some mediations scheduled during a previous reporting period and settled in this reporting period.

⁹ A “split probable cause determination” is when an individual had multiple charges of discrimination, and the department found probable cause on some, but not all charges.

¹⁰ Determinations do not always match with closures for the reporting period because once a determination is made the case needs to be settled through conciliation or litigation. Some cases with determinations from prior periods are closed in this period and some cases with determinations in this period are still in settlement negotiations.

Table: Charges Filed - July 1, 2024 – December 31, 2024

Minnesota Department of Human Rights
 BASIS - AREA - FILING
 File Date Range: July 1, 2024 - December 31, 2024
 Total Charges Filed During Period: 556

AREA	BASIS														TOTAL	%
	Age	Color	Creed	Disability	Familial Status	Gender Identity	Marital Status	National Origin	Public Assistance Status	Race	Religion	Reprisal	Sex	Sexual Orientation		
Aid, Abet, or Obstructing - Employment	2			1				1					2		6	0.2%
Aid, Abet, or Obstructing - Public Accommodations															0	0.0%
Aid, Abet, or Obstructing - Public Services				1				1							2	0.1%
Business/Contract				5		1		3		9			6	1	25	1.0%
Credit								2		2					4	0.2%
Education	1			22		3		3		17	1		4	5	56	2.2%
Employment	100	7	1	506	32	24	14	82		260	32	1	309	37	1405	55.1%
Public Accommodations				65		6		16		44	8		8	13	160	6.3%
Public Services		2		23		7		2		20	8		13	4	79	3.1%
Real Property/Housing				73	4	6		6	6	21	4		8	3	131	5.1%
Reprisal	7	3	1	45	1	4	3	4		14	1		26	4	113	4.4%
Reprisal - Business/Contract													1		1	0.0%
Reprisal - Education				2						5	1		1		9	0.4%
Reprisal - Employment	9			180	12	6	4	18		105	12		144	13	503	19.7%
Reprisal - Public Accommodations		1		7		1				7			1		17	0.7%
Reprisal - Public Services				5						2	1		1		9	0.4%
Reprisal - Real Property/Housing				14		2		1		8	1		2		28	1.1%
TOTAL	119	13	2	949	49	60	21	139	6	514	69	1	526	80	2548	
%	4.7%	0.5%	0.1%	37.2%	1.9%	2.4%	0.8%	5.5%	0.2%	20.2%	2.7%	0.0%	20.6%	3.1%		

Note: There can be more than one Area and/or Basis per charge filed, counts of Area and Basis combinations will not reconcile with number of charges filed.