

HOUSE RESEARCH

Bill Summary

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Authors: Kohls

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Analyst: Deborah K. McKnight, Legislative Analyst (651-296-5056)

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Overview

The bill makes style changes, corrects references, makes sections consistent with current law, and strikes obsolete provisions.

Section

- 1** **Civil right.** Amends a current section that states certain activities are a civil right. Makes this section consistent with existing substantive law on protected activities.
- 2** **Scope.** Style changes.
- 3** **Age.** Style change.
- 4** **Charging party.** Amends this definition to reference the requirement in current §363A.28 that a charging party is someone who files a "verified" (sworn) charge.
- 5** **Complainant.** Technical.
- 6** **Direct threat.** This definition is relocated from section 363A.11, subdivision 4.
- 7** **Educational institution.** Includes in this definition the exiting definition of religious schools.
- 8** **Human rights investigative data.** Gives examples of kinds of formats for this data.
- 9** **Physical access.** Adds facility redesign as an example of a way to accommodate disabled persons.
- 10** **Public service.** Adds "council" to the list of government entities covered in current law.
- 11** **Sex.** Adds "sexual harassment" to the definition of this term.
- 12** **Verified charge.** Defines this term for purposes of the act.
- 13** **Construction and exclusivity.** Adds local human rights commission activity to this section.
- 14** **Powers and duties of commissioner.** Relocates language. Adds local human rights act

Section

commission activity and other protected activities consistent with current chapter 363A provisions. Clarifies cross-references. Clarifies that settlement negotiations are not to be disclosed until final resolution.

15 Labor organization. Adds local commission activity.

16 Employer. Same as prior section.

17 Employment agency. Same as prior section.

18 Employer, employment agency, labor organization. Same as prior section.

19 Reasonable accommodation. Style changes and strikes an obsolete date.

20 Real property transaction. Adds religion and familial status to kinds of discrimination realtors cannot engage in.

21 Direct threat to health and safety. Definition stricken here is moved to the definition section that applies to the whole act.

22 Access to public service. Strikes obsolete date.

23 Purpose for information and record. Clarifies a provision on educational institution applications.

24 Reprisals. Relocates language and adds omitted kinds of protected statuses and activities to be consistent with current substantive law.

25 Business discrimination. Relocates language.

26 Discrimination against blind. Clarifies term "public accommodation."

27 Housing. Style change.

28 Familial status. Style change.

29 Actions. Clarification; consistent with other chapter 363A provisions that require a verified complaint.

30 Charge processing. Style changes.

31 Application of rules. Corrects a reference.

32 Hearings 180 days after charge. Strikes reference to local commission process that does not exist any more.

33 Definitions. Corrects a reference.

34 Repealer. Repeals definitions of two terms not used: "State Board of Human Rights" and "party in interest."