

## Minnesota Human Rights Act (Act)

### How the Human Rights Act Protects Everyone in Minnesota

The chart below shows how the Act protects all Minnesotans from discrimination based on protected classes and area of protection.



PROTECTED CLASSES	AREAS OF PROTECTION						
	Employment	Housing	Public Accommodations	Public Services	Education	Credit	Business
Race	●	●	●	●	●	●	●
Color	●	●	●	●	●	●	●
Creed	●	●	●	●	●	●	
Religion	●	●	●	●	●	●	
National Origin	●	●	●	●	●	●	●
Sex	●	●	●	●	●	●	●
Marital Status	●	●	●		●	●	
Disability	●	●	●	●	●	●	●
Public Assistance	●	●		●	●	●	
Age	●				●		
Sexual Orientation	●	●	●	●	●	●	●
Familial Status	●	●					
Local HR Commission Activity	●						

## Summary of Protections in Chart

- **Race** discrimination is prohibited in: employment, housing, public accommodations, public services, education, credit services, and business.
- Discrimination based on **color** is prohibited in: employment, housing, public accommodations, public services, education, credit services, and business.
- Discrimination based on **creed** is prohibited in: employment, housing, public accommodations, public services, education, and credit services.
- Discrimination based on **religion** is prohibited in: employment, housing, public accommodations, public services, education, and credit services.
- **National origin** discrimination is prohibited in: employment, housing, public accommodations, public services, education, credit services, and business.
- **Sex** discrimination is prohibited in: employment, housing, public accommodations, public services, education, credit services, and business.
- Discrimination based on **marital status** is prohibited in: employment, housing, public accommodations, education, and credit services.
- **Disability** discrimination is prohibited in: employment, housing, public accommodations, public services, education, credit services, and business.
- Discrimination based on receipt of **public assistance** is prohibited in: employment, housing, public services, education, and credit services.
- **Age** discrimination is prohibited in: employment and education.
- **Sexual orientation** discrimination is prohibited in: employment, housing, public accommodations, public services, education, credit services, and business.
- Discrimination based on **familial status** is prohibited in employment and housing.
- Discrimination based on **local human rights commission activity** is prohibited in employment.

## Other Prohibited Practices

- **Aiding/Abetting and Obstruction:** The Act prohibits a person from aiding in a violation of the Minnesota Human Rights Act (MHRA), coercing a person to violate the law, obstructing a person's compliance with the Act, or interfering with the department's performance of its duties.
- **Reprisal:** The Act prohibits reprisal of retaliation because a person opposed a practice forbidden by the MHRA, filed a charge or participated in a matter brought under the Act; or because a person associated with a person or group of persons who are disabled or of a different race, color, creed, religion, sexual orientation, or national origin.