SENATE
STATE OF MINNESOTA
NINETY-FOURTH SESSION

S.F. No. 200

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DATE	D-PG	OFFICIAL STATUS
01/16/2025	91	Introduction and first reading Referred to Judiciary and Public Safety

A bill for an act

relating to human rights; changing provision on disparate impact cases; amending Minnesota Statutes 2024, section 363A.28, subdivision 10.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 2024, section 363A.28, subdivision 10, is amended to read:

Subd. 10. **Disparate impact cases in employment.** If the complaining party has met its burden of showing that ~~an employment~~ the respondent's practice is responsible for a statistically significant adverse impact on a particular class of persons protected by ~~section 363A.08, subdivision 2, an employer~~ sections 363A.08 to 363A.19, a respondent must justify that practice by demonstrating that the practice ~~is manifestly related to the job or~~ significantly furthers an important business, governmental, or educational purpose. For purposes of section 363A.08, subdivision 2, a respondent must also demonstrate that the challenged practice is manifestly related to the job for the position in question. Upon establishment of this justification, the charging party may prevail upon demonstration of the existence of a comparably effective practice that the court finds would cause a significantly lesser adverse impact on the identified protected class.