

SENATE  
STATE OF MINNESOTA  
NINETY-FOURTH SESSION

S.F. No. 3607

(SENATE AUTHORS: WESTLIN and Champion)

DATE	D-PG	OFFICIAL STATUS
02/17/2026	6318	Introduction and first reading Referred to Judiciary and Public Safety
02/19/2026	6345	Author added Champion
03/04/2026	6467	Comm report: No recommendation, re-referred to Labor
03/09/2026		Comm report: To pass as amended and re-refer to Judiciary and Public Safety

1.1 A bill for an act

1.2 relating to human rights; providing notice requirements under the Human Rights

1.3 Act; amending Minnesota Statutes 2024, sections 363A.08, by adding a subdivision;

1.4 363A.13, by adding a subdivision.

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

1.6 Section 1. Minnesota Statutes 2024, section 363A.08, is amended by adding a subdivision

1.7 to read:

1.8 Subd. 9. Notice to workers. Each employer must post and maintain printed materials

1.9 outlining an individual's rights under the Minnesota Human Rights Act. This material must

1.10 include rights of an individual to file a charge with the commissioner or to bring a civil

1.11 action authorized under section 363A.33, subdivision 1. These materials must be maintained

1.12 in a location readily accessible to workers in the employer's service. Businesses are

1.13 encouraged to provide information in plain language using adult learning principles on how

1.14 both employers and employees are stronger when civil rights laws are followed. Businesses

1.15 are also encouraged to identify, prevent, and reduce prohibited discriminatory conduct under

1.16 this chapter.

1.17 Sec. 2. Minnesota Statutes 2024, section 363A.13, is amended by adding a subdivision to

1.18 read:

1.19 Subd. 5. Notice to students. Before the beginning of each school year, each school

1.20 district must inform students, parents, and legal guardians of their rights under the Minnesota

1.21 Human Rights Act by publicly posting on the district or educational institution's website in

1.22 the languages appearing on the institution's website, consistent with district policies and

1.23 practices. The notice must include the name, office address, and phone number of the persons

- 2.1 designated to coordinate compliance. The coordinator shall be the principal or the principal's
- 2.2 designee. Districts and schools are encouraged to: (1) regularly provide developmentally
- 2.3 appropriate programmatic instruction to help students understand that they learn best when
- 2.4 civil rights laws are followed; and (2) identify, prevent, and reduce prohibited discriminatory
- 2.5 conduct under this chapter.