

S.F. No. 3210 and H.F. No. 2380, which had been referred to the Chief Clerk for comparison, were examined and found to be not identical.

The following document shows the differences between S.F. No. 3210, the first engrossment, and H.F. No. 2380, the first engrossment.

April 28, 2026

Patrick D. Murphy  
Chief Clerk, House of Representatives

### **Explanation of Comparison Reports**

When a Senate File is received from the Senate, it is given its first reading and must be referred to the appropriate standing committee or division under Rule 1.11. But if the House File companion of that Senate File has already been reported out of Committee and given its second reading and is on the General Register, the Senate File must be referred to the Chief Clerk for comparison pursuant to Rule 1.15. The Chief Clerk reports whether the bills were found to be identical or not identical. Once the bills have been compared and the differences have been reported, the Senate File is given its second reading and is substituted for the House File. The House File is then considered withdrawn. Pursuant to rule 3.33, if the bills are not identical and the chief author of the bill wishes to use the House language, the chief author must give notice of their intent to substitute the House language when the bill is placed on the Calendar for the Day or the Fiscal Calendar. If the chief author of the bill wishes to keep the Senate language, no action is required.

1.1 A bill for an act  
 1.2 relating to human rights; including disability accommodations as protection from  
 1.3 discrimination; amending Minnesota Statutes 2024, section 363A.02, subdivision  
 1.4 1.

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

1.6 Section 1. Minnesota Statutes 2024, section 363A.02, subdivision 1, is amended to read:

1.7 Subdivision 1. **Freedom from discrimination.** (a) It is the public policy of this state to  
 1.8 secure for persons in this state, freedom from discrimination:

1.9 (1) in employment because of one or more of the following: race, color, creed, religion,  
 1.10 national origin, sex, gender identity, marital status, disability, status with regard to public  
 1.11 assistance, sexual orientation, familial status, and age;

1.12 (2) in housing and real property because of one or more of the following: race, color,  
 1.13 creed, religion, national origin, sex, gender identity, marital status, disability, status with  
 1.14 regard to public assistance, sexual orientation, and familial status;

1.15 (3) in public accommodations because of one or more of the following: race, color,  
 1.16 creed, religion, national origin, sex, gender identity, sexual orientation, and disability;

1.17 (4) in public services because of one or more of the following: race, color, creed, religion,  
 1.18 national origin, sex, gender identity, marital status, disability, sexual orientation, and status  
 1.19 with regard to public assistance; and

1.20 (5) in education because of one or more of the following: race, color, creed, religion,  
 1.21 national origin, sex, gender identity, marital status, disability, status with regard to public  
 1.22 assistance, sexual orientation, and age.

2.1 (b) Such discrimination threatens the rights and privileges of the inhabitants of this state  
 2.2 and menaces the institutions and foundations of democracy. It is also the public policy of  
 2.3 this state to protect all persons from wholly unfounded charges of discrimination. Nothing  
 2.4 in this chapter shall be interpreted as restricting the implementation of positive action  
 2.5 programs to combat discrimination.

2.6 (c) Accommodations allow people with disabilities to participate fully in all these areas  
 2.7 of protection. Failure to engage in the process to determine an accommodation may be  
 2.8 discriminatory.

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2.6 (c) Failure to engage in the process to determine an accommodation to allow people  
 2.7 with disabilities to participate fully in employment, housing and real property, public  
 2.8 accommodations, public services, and education may be an unfair discriminatory practice  
 2.9 under this chapter.