

SENATE
STATE OF MINNESOTA
NINETY-THIRD SESSION

S.F. No. 3848

(SENATE AUTHORS: LIMMER, Howe, Kreun, Gruenhagen and Mathews)		
DATE	D-PG	OFFICIAL STATUS
02/19/2024	11634	Introduction and first reading Referred to Judiciary and Public Safety
03/07/2024	12066	Author added Gruenhagen
03/21/2024	12533	Author added Mathews

1.1

A bill for an act

1.2

relating to human rights; making changes to the Minnesota Human Rights Act;

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amending Minnesota Statutes 2022, sections 363A.20, subdivision 2; 363A.26.

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

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Section 1. Minnesota Statutes 2022, section 363A.20, subdivision 2, is amended to read:

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Subd. 2. **Religious or fraternal organization.** The provisions of section 363A.08 shall

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not apply to a religious or fraternal corporation, association, or society, with respect to

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qualifications based on religion or sexual orientation, or gender identity when religion or

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sexual orientation, or gender identity shall be a bona fide occupational qualification for

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employment.

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Sec. 2. Minnesota Statutes 2022, section 363A.26, is amended to read:

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363A.26 EXEMPTION BASED ON RELIGIOUS ASSOCIATION.

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Nothing in this chapter prohibits any religious association, religious corporation, or

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religious society that is not organized for private profit, or any institution organized for

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educational purposes that is operated, supervised, or controlled by a religious association,

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religious corporation, or religious society that is not organized for private profit, from:

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(1) limiting admission to or giving preference to persons of the same religion or

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denomination;

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(2) in matters relating to sexual orientation or gender identity, taking any action with

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respect to education, employment, housing and real property, or use of facilities. This clause

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shall not apply to secular business activities engaged in by the religious association, religious

- 2.1 corporation, or religious society, the conduct of which is unrelated to the religious and
- 2.2 educational purposes for which it is organized; or
- 2.3 (3) taking any action with respect to the provision of goods, services, facilities, or
- 2.4 accommodations directly related to the solemnization or celebration of a civil marriage that
- 2.5 is in violation of its religious beliefs.