
Report to the Legislature

Biannual Report: Jan. – June 2025

July 25, 2025



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Introduction

The Minnesota Department of Human Rights submits its semi-annual report to the legislature (pursuant to 1997 Minnesota Session Law, Chapter 239, Article 1, Section 15), which summarizes investigation results and the resolution of complaints that were filed with the Department from January 1, 2025, to June 31, 2025.

The Minnesota Human Rights Act is the foundation of the Department's work. The Act, passed into law in 1967, protects the civil rights of Minnesotans. The Act tasks the Department with important enforcement duties in employment, housing, education, credit, public accommodations, and public services because of prohibited reasons, such as: race, religion, disability, national origin, sex, marital status, familial status, public assistance status, age, sexual orientation, and gender identity.

This report summarizes the Department's investigatory process and provides specific details regarding newly filed charges, overall case inventory, how Minnesotans are successfully utilizing alternative dispute resolution, and case closure information.

New Cases¹

There were 462 new charges filed by Minnesotans during this reporting period, of which 95% are open, either in mediation or the investigatory process. In this reporting period:

- The most common areas of discrimination overall are:
 - Employment (56.4%)²
 - Public Accommodations (6.2%)
 - Public Services (3.5%)
- For employment claims specifically, the most common types of employment related charges are:
 - Disability (41%)
 - Sex (22%)
 - Race (15%)
- The most common bases of discrimination, regardless of area are:
 - Disability (40.4%)
 - Sex (21.4%)
 - Race (16.7%)

¹ Note that one case can have multiple charges. This is why there are more charges than cases filed.

² An additional 19.6% of charges were related to reprisals in employment.

Case Inventory

In this reporting period, the total number of cases in inventory was 1271. Of the cases pending determination, 69% of cases in the case inventory are less than a year old. The inventory breaks down as follows:

- 878 cases are less than 365 days old
 - 190 cases are less than 90 days old
 - 232 cases are between 91-180 days old
 - 196 cases are between 181-270 days old
 - 260 cases are between 271-365 days old
- 393 cases are over 365 days old.
- MDHR has 31 full-time employees working on the case inventory, with an average caseload of 41 cases.³

Alternative Dispute Resolution

Mediation is a positive alternative dispute resolution tool that is available if all parties agree to the process. By utilizing mediation, the Department helps move all parties forward in both a positive and time efficient way. During this reporting period:

- 142 total cases were referred to mediation
- 76 cases were scheduled for mediation for this reporting period⁴
- 65 cases were settled through mediation⁵
- 45 cases were returned from mediation to investigation⁶
- The average time a case was in mediation was 116 days⁷

³ Employees who work on case inventory include intake staff who assist Minnesotans with filing the charge of discrimination, investigators, case support staff who help move cases forward efficiently and effectively, and the legal team.

⁴ A mediation is only scheduled when both parties agree to participate in the mediation process. Additionally, some may be scheduled out in the next reporting period.

⁵ This number includes some mediations scheduled during a previous reporting period and settled in this reporting period.

⁶ This includes cases that may have been referred to mediation in a previous reporting period but were subsequently returned to investigation during this reporting period.

⁷ For mediations scheduled and closed in this reporting period, this covers from the day a case was referred to mediation up to when a mediation decision was finalized. This includes both when a mediation case was settled and when a case was not settled.

Case Closures

The Department closed 465 cases in this reporting period, which is a 55% increase compared to the previous reporting period. Of the 465 closed cases:

- 65 cases (14%) were settled through mediation, a favorable resolution for both parties⁸
- 339 cases (73%) resulted in a favorable determination for the respondent:
 - 269 cases were closed with a no probable cause determination
 - 70 cases were dismissed by the department⁹
- 40 cases (8.6%) resulted in a favorable determination for the charging party:
 - 27 cases were probable cause or split probable cause determinations¹⁰
 - 13 cases were resolved prior to a full investigation and formal determination
- 21 cases (4.5%) were withdrawn by charging party before a determination was reached

Case Conclusions

The average time for a case to reach a conclusion by the Department through dismissal, mediation, or determination was 464 days, which represents a 6% decrease from the previous reporting period.

- Average time to reach a settlement through mediation was 116 days (65 total cases)
- Average time to dismiss a case was 405 days (41 total cases)
- Average time to reach no probable cause determination was 524 days (295 total cases)
- Average time to reach a probable cause or split determination was 720 days (29 total cases)¹¹

⁸ This number includes some mediations scheduled during a previous reporting period and settled in this reporting period.

⁹ Minnesota Human Rights Act requires MDHR to dismiss cases under specific circumstances, e.g., lack of jurisdiction, statute of limitation, charging party refusing to participate.

¹⁰ A “split probable cause determination” is when an individual had multiple charges of discrimination, and the department found probable cause on some, but not all charges.

¹¹ Determinations do not always match with closures for the reporting period because once a determination is made the case needs to be settled through conciliation or litigation. Some cases with determinations from prior periods are closed in this period and some cases with determinations in this period are still in settlement negotiations.

Table: Charges Filed - January 1, 2025 – June 31, 2025

Minnesota Department of Human Rights
BASIS - AREA - FILING
File Date Range: Jan 1, 2025 - June 30, 2025
Total Charges Filed During Period: 462

	BASIS															
AREA	Age	Color	Creed	Disability	Familial Status	Gender Identity	Marital Status	National Origin	Public Assistance Status	Race	Religion	Reprisal	Sex	Sexual Orientation	TOTAL	%
Aid, Abet, or Obstructing - Employment				1						2			3		6	0.5%
Aid, Abet, or Obstructing - Public Accommodations						1									1	0.1%
Aid, Abet, or Obstructing - Public Services															0	0.0%
Business/Contract						4				3			6		13	1.0%
Credit															0	0.0%
Education	1			15			2			13			3		34	2.7%
Employment	64	11		288	16	9	8	27	1	104	13		154	10	705	56.4%
Public Accommodations		1		23		8		6		28	3		9		78	6.2%
Public Services				9		6		4		10	4		11		44	3.5%
Real Property/Housing		1		20	2		2	1	6	3	1				36	2.9%
Reprisal	3			21	2	1				5	1		20		53	4.2%
Reprisal - Business/Contract													6		6	0.5%
Reprisal - Education				6						1			1		8	0.6%
Reprisal - Employment	12	2		110	4	5	8	3		38	5		52	6	245	19.6%
Reprisal - Public Accommodations				3				1		1			1		6	0.5%
Reprisal - Public Services				2		2							2		6	0.5%
Reprisal - Real Property/Housing				7						1	1				9	0.7%
TOTAL	80	15	0	505	24	36	20	42	7	209	28	0	268	16	1250	
%	6.4%	1.2%	0.0%	40.4%	1.9%	2.9%	1.6%	3.4%	0.6%	16.7%	2.2%	0.0%	21.4%	1.3%		

Note: There can be more than one Area and/or Basis per charge filed, counts of Area and Basis combinations will not reconcile with number of charges filed.