

**SENATE  
STATE OF MINNESOTA  
NINETY-FOURTH SESSION**

**S.F. No. 200**

(SENATE AUTHORS: MAYE QUADE and Abeler)

DATE  
01/16/2025

D-PG

Introduction and first reading  
Referred to Judiciary and Public Safety

OFFICIAL STATUS

1.1 A bill for an act  
1.2 relating to human rights; changing provision on disparate impact cases; amending  
1.3 Minnesota Statutes 2024, section 363A.28, subdivision 10.

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

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

1.6 Subd. 10. **Disparate impact cases in employment.** If the complaining party has met  
1.7 its burden of showing that ~~an employment~~ the respondent's practice is responsible for a  
1.8 statistically significant adverse impact on a particular class of persons protected by ~~section~~  
1.9 ~~363A.08, subdivision 2, an employer~~ sections 363A.08 to 363A.19, a respondent must  
1.10 justify that practice by demonstrating that the practice ~~is manifestly related to the job or~~  
1.11 significantly furthers an important business, governmental, or educational purpose. For  
1.12 purposes of section 363A.08, subdivision 2, a respondent must also demonstrate that the  
1.13 challenged practice is manifestly related to the job for the position in question. Upon  
1.14 establishment of this justification, the charging party may prevail upon demonstration of  
1.15 the existence of a comparably effective practice that the court finds would cause a  
1.16 significantly lesser adverse impact on the identified protected class.