

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

**S.F. No. 3848**

(SENATE AUTHORS: LIMMER, Howe and Kreun)

DATE  
02/19/2024

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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; making changes to the Minnesota Human Rights Act;  
1.3 amending Minnesota Statutes 2022, sections 363A.20, subdivision 2; 363A.26.

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

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

1.6 Subd. 2. **Religious or fraternal organization.** The provisions of section 363A.08 shall  
1.7 not apply to a religious or fraternal corporation, association, or society, with respect to  
1.8 qualifications based on religion or sexual orientation, or gender identity when religion or  
1.9 sexual orientation, or gender identity shall be a bona fide occupational qualification for  
1.10 employment.

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

1.12 **363A.26 EXEMPTION BASED ON RELIGIOUS ASSOCIATION.**

1.13 Nothing in this chapter prohibits any religious association, religious corporation, or  
1.14 religious society that is not organized for private profit, or any institution organized for  
1.15 educational purposes that is operated, supervised, or controlled by a religious association,  
1.16 religious corporation, or religious society that is not organized for private profit, from:

1.17 (1) limiting admission to or giving preference to persons of the same religion or  
1.18 denomination;

1.19 (2) in matters relating to sexual orientation or gender identity, taking any action with  
1.20 respect to education, employment, housing and real property, or use of facilities. This clause  
1.21 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.