

Hiring Your Own Support

A Word About the Minnesota Human Rights Act

The Minnesota Human Rights Act, enacted to prohibit illegal discrimination by any and all employers in the state, makes it illegal to treat potential employees or hired employees differently because of their race, color, creed, religion, national origin, sex, marital status, disability, age, sexual orientation, or because they may have received, or are receiving, any form of public assistance.

You cannot use any of the above characteristics as factors in making your hiring decision unless they are a "bonafide occupational qualification". For example, it is permissible to choose a female applicant over a male applicant because you are female and you will need help bathing or using the toilet. Aside from these kinds of considerations, you must make your hiring decision based solely on the applicant's qualifications and their ability to perform the job tasks.

There are other exceptions to the Minnesota Human Rights Act. Most importantly, persons considered "domestic workers" are not covered by this act. Under the law, domestic workers are defined as "employees who are employed exclusively in the care of the family home and in serving members of the family."

Note: For more information about the Minnesota Human Rights Act and discrimination, contact the Minnesota Department of Human Rights at 651-296-5663 or 651-296-1283 TTY.

See [Related Links](#) to the right for more information on the process of Hiring Your Own Support.