



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION  
CITY HALL, CONFERENCE ROOM 2B, 420 N. POKEGAMA AVE.**

**DATE: AUGUST 29, 2018**

**TIME: 4:00 P.M.**

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**MISSION STATEMENT**

*The Mission of the Grand Rapids Human Rights Commission is to promote a community of harmony and respect for the rights and dignity of all.*

4:00 CALL TO ORDER:

CALL OF ROLL:

	Present	Absent
Commissioner Hall	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Ensley-Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Learmont	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Friesen	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Noyce	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Weidendorf	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Olynick	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Moren-Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Schirber	<input type="checkbox"/>	<input type="checkbox"/>

SETTING OF REGULAR AGENDA:

This is an opportunity to approve the regular agenda as presented or add/delete an Agenda item by a majority vote of the Commission members present.

PRESENTATION:

APPROVAL OF MINUTES: July 25, 2018 Regular Meeting

FINANCIALS:

PUBLIC COMMENT/ACCOLADES:

CIRCLE OF HEALING UPDATE:

BIG VIEW UPDATE:

OLD BUSINESS:

- Speaker Bureau Committee update
- Receive update on Indigenous People's Day and consider approving \$1800.00 to be utilized for event costs.
- Schools Committee Update
- Update on Green Card Voices exhibit & program
- Update on Advocates for Human Rights proposed program

NEW BUSINESS:

- Discuss possibility of requesting increase to annual budget
- Discuss Commission authorities & responsibilities – By-Laws attached

CALLS/COMPLAINTS/INQUIRIES:

ADJOURNMENT:

## CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION

**CALL TO ORDER:** Pursuant to due notice and call thereof a regular meeting of the Grand Rapids Human Rights Commission was held in Conference Room 2B, Grand Rapids City Hall, Grand Rapids, Minnesota, on Wednesday, July 25, 2018 at 4:00 p.m.

**CALL OF ROLL:** On a Call of Roll, the following members were present: Commissioners Karen Noyce, Doug Learmont, Lea Friesen, John Schirber, Melissa Weidendorf, Frieda Hall and Deanna Ensley

**Absent:** Alice Moren, Bryan Olynik

**Others:** Police Chief Scott Johnson

**CALL TO ORDER** Commissioner Ensley called the meeting to order at 4:00 pm.

### **SETTING AGENDA**

Additions:

- Annual Budget – New Business

**Motion by Commissioner Weidendorf, second by Commissioner Schirber to approve the agenda as amended. Motion passed by unanimous vote.**

**APPROVAL OF MINUTES** June 27, 2018 Regular Meeting

**Motion by Commissioner Weidendorf, second by Commissioner Noyce to approve minutes for June 27, 2018 as presented. Motion passed by unanimous vote.**

**FINANCIALS** Remaining uncommitted funds for 2018 equal \$2,000

In the interest of time, discussion with Police Chief Johnson is moved forward from New Business.

Chief Johnson discusses criteria for investigating complaints received against law enforcement, steps for discipline upon determination of wrong doing. Also noted are use of force policies, Tasers, etc. As to complaints received by individuals against another individual or business, only one incident has been reported within the last few years. Typically, law enforcement will refer complainant to the Minnesota Department of Human Rights if there is no criminal element.

### **PUBLIC COMMENT/ACCOLADES**

The Diversity Alliance is serving incoming ICC students by greeting and serving meals.

### **CIRCLE OF HEALING**

No update at this time.

### **BIG VIEW UPDATE**

No update at this time.

## OLD BUSINESS

- **Speaker Bureau Committee:** Group met July 11<sup>th</sup> with Suzanne Starr from ICC to coordinate Green Card Voices exhibit. ICC has agreed to fund 50% of the cost. There will be student speakers presenting at the Library and ICC, where the exhibit will be displayed. A budget is needed to determine the total cost. Commissioner Noyce notes that she is currently waiting for a response Advocates for Human Rights regarding the request for their involvement. Members will seek other possible sponsors.
- **Indigenous People's Day:** A researcher has been engaged and will begin building profiles on 5 to 7 Itasca County Native Americans, past and present. Fee is \$1,800 to cover labor, mileage and per diem. The cost for picture panels to be displayed will be covered by other sponsors. Plans to address the City Council at a worksession to provide an update.

## NEW BUSINESS

- **Schools Committee:** Meeting not held yet.
- **Yearly Budget:** Commissioner Schirber would like the Commission to discuss the annual budget at the next meeting, stating that there is a need to increase to \$10,000 annually to cover programs.

## CALLS/COMPLAINTS/INQUIRIES:

- The Itasca County Historical Society is selling Grand Rapids Indians memorabilia.
- Concerns expressed over rumors of multiple sexual assaults taking place at ICC/Wannigan Apartments.

Motion by Commissioner Weidendorf, second by Commissioner Schirber to adjourn the meeting at 5:30 pm. The motion passed by unanimous vote.

Respectfully submitted:

Kimberly Gibeau, City Clerk

The next regular meeting is August 29, 2018.

# **GRAND RAPIDS HUMAN RIGHTS COMMISSION**

## **AMENDED BYLAWS OF JANUARY 1, 2011**

### **ARTICLE ONE**

The office of the Commission shall be located in the City Hall, City of Grand Rapids, County of Itasca, State of Minnesota.

### **ARTICLE TWO**

The Commission shall meet monthly at such time and place as agreed upon by a majority of the Commission. Meetings will be rescheduled when they conflict with major holidays. The chair or any two commissioners together may call special meetings of the Commission as is deemed appropriate, on 72 hours written notice to all members of the Commission. No business shall be conducted at a special meeting that was not stated in the written notice of the special meeting. All notices of meetings shall comply with the Minnesota's open meeting law.

### **ARTICLE THREE**

The Commission has 9 commissioners, there were originally 7 commissioners but was modified by the City Council on August 8<sup>th</sup>, 2005. Each commissioner is appointed by the Grand Rapids City Council. The initial term of office shall be for one, two and three years to be determined by a lottery draw system so as to provide for staggered terms. There shall be placed in a receptacle, three numbered pieces of paper with the number "1", two numbered pieces of paper with the number "2", and two numbered pieces of paper with the number "3". These numbers shall reflect the length of the Commissioner's initial term. Commissioners who are appointed to the Commission to fill an unexpired term shall be appointed to the unexpired portion of the previous commissioner's term.

On August 8<sup>th</sup>, 2005, the City Council added 2 member positions to the Commission. These two additional members shall be appointed by the City Council and their terms shall be for two years, and three years respectively. The first person appointed by the council shall serve a two year term, and the second a three year term. The term of each member shall be deemed to have officially begun March 1, 2005, for the sake of consistency. This will result in three members serving a one year term, three members serving a two year term and three members serving a three year term, all beginning March 1, 2005.

### **ARTICLE FOUR**

Each commissioner present shall be entitled to one vote in the actions and decisions of the Commission. A quorum is necessary in all voting by the Commission. A majority of

commissioners shall constitute a quorum at meetings of the Commission. Any action taken or decision made must be by a majority vote of commissioners present. .

#### ARTICLE FIVE

The elective officers of the Commission shall be a chair, a vice-chair, a secretary and a treasurer. The Grand Rapids City Council shall appoint the initial chair. The election of each officer shall take place annually at the time and place of the regular Spring quarter meeting of the Commission. A candidate for office must be nominated by a commissioner and seconded by at least one other commissioner. Any commissioner shall be eligible for office, but only commissioners who are present shall be entitled to vote. Candidates who receive a majority of votes so cast shall be elected.

#### ARTICLE SIX

The chair shall be the chief officer of the Commission. The chair shall perform or delegate to the vice-chair all duties necessarily incident to the office including but not limited to, organizing meetings, meeting with outside community organizations or persons, and providing overall leadership for the Commission. In the event the chair is absent from a meeting or unable to attend to a duty, the vice-chair shall fill in for the chair. In the event both the chair and vice-chair are unable to attend a meeting, a temporary chair shall be elected by a majority of commissioners present.

#### ARTICLE SEVEN

The vice-chair shall perform the duties of the chair in the absence or at the request of the chair. The vice-chair shall assist the chair in planning, administering and conducting Commission business.

#### ARTICLE EIGHT

The secretary shall keep a complete record of all proceedings of the Commission. The secretary shall keep a roll of the members of the Commission and shall perform all other duties usually appertaining to the office of secretary. In the event that the secretary is absent from a meeting, the chair shall appoint a secretary pro tempore to record the proceedings of the Commission meeting. Minutes of each meeting shall be submitted to City Administrator and will be mailed or e-mailed out to all Commission members one week before the next meeting. Copies shall be submitted to the City Administrator and the City Council.

#### ARTICLE NINE

The treasurer shall have access to and report all financial transactions of the Commission and shall submit a report of all disbursements and other commitments of the Commission. The report is to be mailed or e-mailed out with the minutes one week before each meeting and review at each quarterly meeting.

## ARTICLE TEN

A yearly budget shall be prepared by the treasurer subject to the approval of the City Council each year. Each yearly budget shall be submitted to the City Administrator and to the City Council for approval. Budgeted funds should be used for the following:

1. Workshops for commissioners;
2. Public Relations;
3. Educational purposes;
4. Grants for services with the purpose of promoting Human Rights issues;
5. Participation in organizational events;
6. Enrichments and awards;
7. Memberships in organizations;
8. Per diems for commissioners;
9. Other items deemed appropriate.

## ARTICLE ELEVEN

At the quarterly meetings of the Commission, the order of business shall in general be as follows:

1. Call to order;
2. Welcome guests;
3. Minutes of preceding meeting and action thereon;
4. Treasurer's report;
5. Correspondence;
6. Public comment;
7. Old business;
8. New business;
9. Reports on calls and inquiries;
10. Pending complaints;
11. Adjournment.

## ARTICLE TWELVE

Every member of the Commission shall be required to attend at least seventy five percent of all meetings each calendar year. Commission members who are unable to meet the attendance requirement may be removed from the Commission. Any member of the Commission may voluntarily terminate membership by written resignation to the chair and the City Council.

## ARTICLE THIRTEEN

These Bylaws may be amended by the affirmative vote of two-thirds of the membership, at any regular meeting of the Commission, provided notice of such amendment or

amendments and the nature thereof shall have been given to the members at least one month prior to the date of the meeting at which said amendment or amendments are to be presented for consideration. The proposed amendment(s) must meet with the approval of the Grand Rapids City Council.

ARTICLE FOURTEEN

The foregoing Bylaws comprising four (4) pages, constitute the Bylaws of the Grand Rapids Human Rights Commission as duly amended at the regular meeting of the commissioners, duly held on \_\_\_\_\_.

IN TESTIMONY WHEREOF, we the undersigned directors, have declared the above by-laws to be the By-Laws of the Grand Rapids Human Rights Commission

Adopted by the Grand Rapids Human Rights Commission on the \_\_\_\_\_ day of \_\_\_\_\_, 2010 on the following roll call vote:

Motioned by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Ayes: \_\_\_\_\_

Nays: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Grand Rapids Human Rights Commission Chair

ATTEST: \_\_\_\_\_  
Grand Rapids Human Rights Commission Treasurer

## Kim Gibeau

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**From:** Melissa Weidendorf <mellycatt@gmail.com>  
**Sent:** Wednesday, August 29, 2018 8:38 AM  
**To:** Kim Gibeau  
**Subject:** Re: Human Rights Agenda

Kim

I am not going to be able to attend this meeting, as a work thing came up this morning that I need to attend to. Can you relay this to the commission?

Also, not sure if this is something that you can pass along, but in regards to asking for an increase in funding, I would like to note that we have not had issues where we run out of money in the past, and partnering with other organizations is a key part of building relationships in our community, as well as helping to promote what we do. Not sure if you can pass that along today if it comes up, if I am not there, but I would like the other commissioners to consider that information today as well.

Thank you!

Melissa

On Thu, Aug 23, 2018 at 4:15 PM Kim Gibeau <[kgibeau@ci.grand-rapids.mn.us](mailto:kgibeau@ci.grand-rapids.mn.us)> wrote:

Good Afternoon,

I have attached the agenda packed for the Human Rights meeting scheduled for Wednesday, August 29, 2018. Please let me know if you have questions.

Thank you,

**Kim Gibeau**

City Clerk  
City of Grand Rapids  
420 North Pokegama Avenue  
Grand Rapids, MN 55744-2662  
**Office:** 218-326-7611  
**Fax:** 218-326-7608

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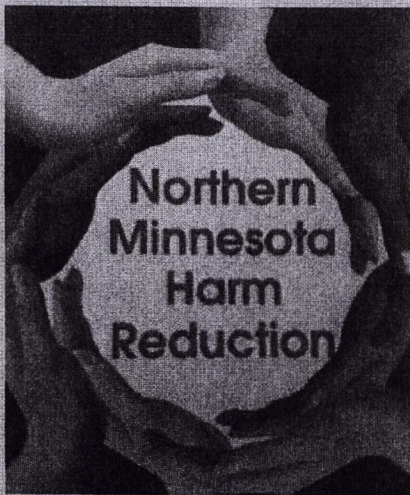
# Big View Community Engagement

Hosted by Circles of Support  
Wednesday, August 29<sup>th</sup>, 2018

## HARM REDUCTION

*Reducing the harm associated with substance use by providing education, life-saving tools and empowerment*

Harm reduction refers to policies, programs and practices that aim to reduce the harms associated with the use of legal and illegal psychoactive drugs in people who are unable or unwilling to stop. It is based on the recognition that many people will continue to use psychoactive drugs despite even the strongest efforts to prevent the initiation or continued use of drugs. Harm reduction accepts that many people who use drugs are unable or unwilling to stop using drugs at any given time. Access to good treatment is important for people with drug problems, but many people with drug problems are unable or unwilling to get treatment.



Harm reduction advocates accept people as they are and avoid being judgmental. Services are designed to meet people's needs where they currently are in their lives. Keeping people who use drugs alive and preventing irreparable damage is regarded as the most urgent priority. Allowing people to suffer or die from preventable causes is not an option.

People who use drugs are always somebody's son or daughter, sister or brother or father or mother. The harm reduction approach is based on a strong commitment to public health and human rights.  
Harm Reduction International

***Please join us for a discussion with Harm Reduction advocates:***

**Martha Childs**

Northern Minnesota Harm Reduction

**Ryan Childs**

Northern Minnesota Harm Reduction

**Brit Culp**

Alcohol & Drug Counselor  
Certified Prevention Professional

**Christian Clements**

Rochester Harm Reduction

**Deb Noethe**

Garret Bethke Foundation

**Grand Rapids Library**

140 NE 2<sup>nd</sup> Street

**6:00 – 8:00 PM**

Pizza served



**RSVP: [robertf@kootasca.org](mailto:robertf@kootasca.org) or call 999-5883**



**Blandin Foundation**  
STRENGTHENING RURAL MINNESOTA

Circles of Support is a program of KOOTASCA Community Action

Drug overdose is the leading cause of accidental death in the U.S., with 52,404 lethal drug overdoses in 2015. Opioids were the cause of 63% of those deaths, 20,101 deaths were related to prescription pain relievers, 12,990 were related to heroin.

During 2015 fatal overdoses involving all opioid, including heroin, topped 33,000.

That is roughly **1 person every 15 minutes.**

Opioid overdose deaths continue to surge despite efforts to curb the epidemic. The greatest increases in death rates occurred with use of illicit heroin and fentanyl.

Since 2000, **more than 300,000 Americans** have lost their lives to an opioid overdose.

Centers for Disease Control & Prevention & Steve Rummler HOPE Network

*Any issue that has the potential to adversely impact people  
in poverty may become the subject of a  
Big View Community Engagement meeting.*

Community members from all income levels are welcome to attend and encouraged to engage in respectful dialogue around meeting topics.

*It is our position at Circles of Support to uphold  
the voice and dignity of the poor.*

This meeting is free and  
open to the public.

 Find us on  
**Facebook**

Circles of Support & PCs for People at Kootasca



Circles of Support is a program of KOOTASCA Community Action

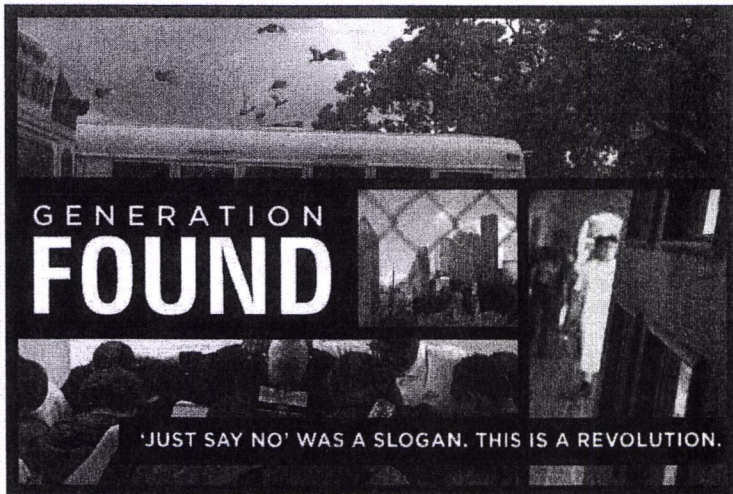
# Big View Community Engagement

Hosted by Circles of Support

Tuesday, September 4<sup>th</sup>, 2018

## GENERATION FOUND

GENERATION FOUND is a powerful story about one community coming together to ignite a youth addiction recovery revolution in their hometown. Devastated by an epidemic of addiction, Houston faced the reality of burying and locking up its young people at an alarming rate. And so in one of



the largest cities in America, visionary counselors, law school dropouts, aspiring rock musicians, retired football players, oil industry executives, and church leaders came together to build the world's largest peer-driven youth and family recovery community.

Independently filmed over the course of two years, GENERATION FOUND takes an unprecedented and intimate look at how a system of treatment centers, sober high schools, alternative peer groups, and

collegiate recovery programs can exist in concert to intervene early and provide a real and tested long-term alternative to the "War on Drugs." It is not only a deeply personal story, but one with real-world utility for communities struggling with addiction.

*Recovery high schools* educate all available and eligible students who are in recovery from substance use disorders or co-occurring disorders such as anxiety, depression, and attention deficit hyperactivity disorder and award secondary school diplomas that meet state requirements.

<http://generationfoundfilm.com>

**Audience input & discussion follows film**

**Grand Rapids Public Library**

140 NE 2<sup>nd</sup> Street

**11:00 to 1:00 PM**

Pizza served

*RSVP: [robertf@kootasca.org](mailto:robertf@kootasca.org) or call 999-5883*



Blandin Foundation™  
STRENGTHENING RURAL MINNESOTA

Circles of Support is a program of KOOTASCA Community Action

### Key statistics regarding young people and addiction

- For nine out of ten people, addiction begins in adolescence.
- 45% of adolescents in America have used alcohol, and 35% have used illicit drugs.
- 2.7% of adolescents ages 12-17 were dependent on alcohol in the last year.
- 3.5% of adolescents age 12-17 were dependent on illicit drugs in the last year.
- 6.6% of young adults age 18-25 were dependent on illicit drugs in the last year.
- Only 10% of adolescents ages 12-17 with illicit drug dependence received treatment in the last year.
- Only 11% of young adults ages 18-25 with illicit drug dependence received treatment in the last year.
- First-year post-treatment relapse rates for adolescents range from 60-70%. Over half of teens receiving inpatient treatment return to substance use within the first 3 months. <http://generationfoundfilm.com>

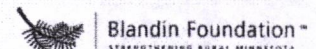
Any issue that has the potential to adversely impact people in poverty may become the subject of a Big View Community Engagement meeting. Community members from all income levels are welcome to attend and encouraged to engage in respectful dialogue around meeting topics.

*It is our position at Circles of Support to uphold the voice and dignity of the poor.*

This meeting is  
free and open to  
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 Find us on  
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Circles of Support & PCs for People at Kootasca



Circles of Support is a program of KOOTASCA Community Action

# Your Rights under the Minnesota Human Rights Act

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## The Minnesota Human Rights Act protects everyone in Minnesota from illegal discrimination

### What is illegal discrimination?

Discrimination is when someone treats you differently or does not give you rights you would normally have because of your race, your age, your sex, or some other protected characteristic. Under the Minnesota Human Rights Act it is illegal to treat you differently because you belong to a certain group or “protected class” of people.

### Protected classes covered by the Minnesota Human Rights Act

- Race
- Color
- Creed
- Religion
- National origin
- Sex
- Marital status
- Familial status
- Disability
- Public assistance
- Age
- Sexual orientation
- Local human rights commission activity

### Protected Areas covered by the Minnesota Human Rights Act

Places where discrimination is not allowed are called “protected areas.” Under the Minnesota Human Rights Act, discrimination is illegal in the following protected areas:

- Business
- Credit
- Education
- Employment
- Housing
- Public Accommodations
- Public Services

There are some exceptions to the Minnesota Human Rights Act coverage. Unfortunately, unfair treatment happens a lot, but not every unfair act is illegal.

## Summary of Protections

The table below shows the classes which are protected in each area.

	Employment	Housing	Public Accommodation	Public Service	Education	Credit	Business
Race	yes	yes	yes	yes	yes	yes	yes
Color	yes	yes	yes	yes	yes	yes	yes
Creed	yes	yes	yes	yes	yes	yes	no
Religion	yes	yes	yes	yes	yes	yes	no
National Origin	yes	yes	yes	yes	yes	yes	yes
Sex	yes	yes	yes	yes	yes	yes	yes
Marital Status	yes	yes	yes	no	yes	yes	no
Disability	yes	yes	yes	yes	yes	yes	yes
Public Assistance	yes	yes	no	yes	yes	yes	no
Age	yes	no	no	no	yes	no	no
Sexual Orientation	yes	yes	yes	yes	yes	yes	yes
Familial Status	yes	yes	no	no	no	no	no
Local Human Rights Commission Activity	yes	no	no	no	no	no	no

### Other protections in the Minnesota Human Rights Act

Reprisal (revenge) is illegal under the Minnesota Human Rights Act. You cannot be punished for:

- Opposing discrimination
- Having friends from other protected classes
- Filing a discrimination charge or complaining about harassment or discrimination
- Taking part in an investigation by a human rights organization

It is also illegal to aid and abet discrimination. This means a person cannot help someone else commit discriminatory acts.

Obstructing the work of the Department of Human Rights is illegal as well. For example, it is illegal for a person to suggest to others that they lie or withhold information relevant to a discrimination investigation, or that they refrain from testifying in a discrimination investigation.

## Definitions

### Protected Classes

There are 13 protected classes covered in the Minnesota Human Rights Act. These classes represent specific characteristics, like race, religion, sex or disability.

**Race:** such as Caucasian, African American, Asian or American Indian. Some people see themselves as belonging to more than one race.

**Color:** skin color.

**Creed:** a belief system. A creed is very important to the person who believes it. A creed is like a religion, but it does not have to involve a God or Gods.

**Religion:** a set of beliefs, values, and practices based on the teachings of a spiritual leader. Religion involves a God or Gods.

**National Origin:** what part of the world you come from, or where your ancestors lived.

**Sex (gender):** whether a person is male or female.

**Marital Status:** whether you are single, married or divorced.

**Disability:** a person has a disability if:

- He or she has a physical, sensory—blindness or deafness, for example—or mental impairment; and
- This impairment “materially interferes” with—it largely gets in the way of—a major life activity; or
- He or she has a record of this kind of impairment; or
- He or she is recognized as having this kind of impairment.

*Not every injury or illness amounts to “disability” under the Minnesota Human Rights Act.*

**Public Assistance:** these are government programs that help people with low incomes or special needs. Some examples of public assistance are:

- Medicaid or Medical Assistance
- Food Support (food stamps)
- Minnesota Family Investment Program (MFIP)
- Supplemental Security Income (SSI)
- Federal Housing Assistance or Section 8 Assistance

- Low Income Home Energy Assistance (LIHEAP)
- National School Lunch Program's free lunch program

**Age:** how old you are. This class is protected only in two areas, employment and education. If a minor—child under 18 years old—wants to file a discrimination charge, they must have a parent or legal guardian do it for them.

**Sexual Orientation:** whether someone is—or is thought to be—gay, lesbian, straight, bisexual or transgender.

**Familial Status:** someone who has children under 18 years old living with them. Generally, a landlord cannot refuse to rent to parents with children. This class is only protected in housing.

**Local Human Rights Commission Activity:** you cannot be discriminated against because you serve with a local human rights commission. This class is only protected in employment.

## Protected Areas

Under the Minnesota Human Rights Act, discrimination is illegal in business, credit, education, employment, housing, public accommodations and public services. These are called “protected areas.”

**Employment:** where you work, or a job you are applying for.

**Housing:** renting an apartment, or buying a house. Housing is also called “real property.”

**Public Accommodations:** any place generally open to the public, like:

- Grocery stores
- Restaurants
- Movie theaters
- Day care

**Public Service:** a place or a service run by the government. Some examples are:

- State parks
- City buses
- Libraries
- Police and fire departments
- City, county, and state departments of health

**Education:** any public or private school, or college, university or trade school.

**Credit:** an organization that gives loans, like a bank or a credit union.

**Business:** if you own a business, other businesses cannot discriminate against you.



## What to do

If you think you are a victim of discrimination:

- Write down what happened to you if you think it was unfair.
- Write down the dates when the unfair treatment happened.
- Write down the names of other people that were there.
- Write down what the people who were there said.

## Do not wait!

Sometimes it is hard to say what is discrimination and what is not discrimination—every situation is different. But if you think you are a victim of discrimination, do not wait. Contact the Minnesota Department of Human Rights immediately. You have one year after the discrimination happened to file a complaint.

## How to Contact Us

### We take phone calls Monday through Friday, 8:00 am to 4:30 pm

Phone: 651-539-1100 (TTY 651-296-1283); Toll free: 1-800-657-3704

### You do not need an appointment to visit our office

We accept walk-ins from 9:00 am to 4:00 pm, Monday through Friday.

### Our address

Minnesota Department of Human Rights  
Freeman Building  
625 Robert Street North  
Saint Paul, MN 55155

### Email address

info.MDHR@state.mn.us

*If you are emailing the department about filing a charge of discrimination and do not receive a reply within five business days, please contact us by phone at 651-539-1100 (TTY 651-296-1283) or Toll Free at 800-657-3704.*

### Getting an interpreter

Interpreters may be available to communicate with our office. Call us and say, “I need a (say your language here) interpreter.”

*This document is not a complete answer to your rights under the Minnesota Human Rights Act.*