

## **Minnesota**

### **Pregnancy Discrimination**

The Minnesota Human Rights Act prohibits employment discrimination on the basis of sex, which explicitly includes discrimination on the basis of pregnancy, childbirth, and disabilities related to pregnancy or childbirth. This applies to all employers.

Minn. Stat. § 363A.03(42); Minn. Stat. § 363A.08.

### **Pregnancy Accommodation and Pregnancy-Related Disability**

Employers are required to treat women affected by pregnancy, childbirth, or related disabilities the same as other persons not so affected but similar in their ability or inability to work, including with respect to the provision of reasonable accommodations. Employers with more than twenty-one employees are required to provide reasonable accommodations for pregnant employees.

Minn. Stat. § 363A.08.

### **Workplace Breastfeeding Rights**

An employer must provide a reasonable amount of daily unpaid break time to employees to express breast milk, unless doing so would unduly disrupt the employer's business. The break time must, if possible, run concurrent to break time already provided to employees. The employer must make reasonable efforts to provide a private space, other than a bathroom, close to the employee's work area and with access to an electrical outlet, to express breast milk. This applies to all employers.

Minn. Stat. § 181.939.