◉ STATE LABOR LAWS *(AGE DISCRIMINATION)*

STATUTORY CITATION: Minn. Stat. § 181.81

GENERAL SUMMARY: With only narrow exceptions, it is unlawful for any private-sector employer in Minnesota to refuse to hire a person who is under 70 years of age, or to discharge, retire or demote a person under 70, because of the person's age.

PROVISIONS APPLICABLE TO AGRICULTURE: The prohibition against age discrimination implicitly applies to agricultural employers to the same extent as their non-agricultural counterparts.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Labor Standards Division, Minnesota Department of Labor and Industry, St. Paul, Minnesota 55155 (651-284-5070).* The Department is responsible for advising workers and employers of their rights and duties under the age discrimination provision and is authorized to attempt through conciliation to resolve disputes involving job-related age discrimination.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — Any worker under the age of 70 who has suffered from an act of employment discrimination due to age may bring suit in district court, utilizing a private attorney or a public legal service provider. If a violation is found, the court may award reinstatement, back pay, or some other form of affirmative action, plus court costs and attorney's fees.