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Reyzi Grace MoChridhe v. Academy of Holy Angels and the Archdiocese of St. Paul and Minneapolis

Filed in Hennepin County District Court on August 6, 2024

PLAINTIFF

Reyzi Grace MoChridhe (Grace), former librarian at Academy of Holy Angels

DEFENDANTS

Academy of Holy Angels (AHA)

The Archdiocese of St. Paul and Minneapolis (ASPM)

LEGAL ISSUES

The lawsuit alleges that the Academy of Holy Angels violated the Minnesota Human Rights Act (MHRA) in 2022 by refusing to allow Grace, who served as a secular librarian at the school, to renew her employment contract because of her trans status and sex.

While the MHRA does permit limited exemptions on religious grounds, the Legislature never intended for these exemptions to apply to secular employees. This case provides an opportunity to clarify the extent to which the MHRA prohibits religious schools from discriminating against LGBTQ employees engaged in secular business activities.

The Legislature amended the MHRA's religious exemption in 2024. When they did so they made it clear that under the MHRA, religious organizations cannot discriminate against secular employees. Reyzi's case predates that amendment, but we believe that even under the pre-2024 exemption, religious organizations cannot fire secular employees simply because of who they are.

PLAINTIFF IS ASKING FOR

Reyzi is asking for monetary damages, including back pay, for being unlawfully discriminated against. She is also asking the courts to declare the actions of AHA and ASPM acted in violation of the Minnesota Human Rights Act by discriminating against Reyzi because of her sex and gender identity.