

**SENATOR SUSAN KENT**  
SENATE DFL LEADER

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St. Paul, MN 55155  
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**Senate**

State of Minnesota

August 3, 2021

Mr. Cal R. Ludeman  
Secretary of the Senate  
231 State Capitol  
75 Rev. Dr. Martin Luther King Jr. Blvd.  
Saint Paul, MN 55155

Dear Secretary Ludeman:

I am certain that you are aware of recent public statements and news reports that the Minnesota Senate did not properly handle allegations of sexual harassment made by a staff member working in the DFL caucus. The staff member's statements and a news article pointed to deficiencies among a number of actors within the Senate as a whole, including on the part of Senate Human Resources following the staffer's communication of the allegations to HR. Given the seriousness of these concerns, the importance of providing a safe, respectful and supportive workplace for all Senate employees, and so that we all have confidence in the Senate's ability to effectively implement our standards, we believe that there should be an independent, outside review of the current Minnesota Senate Nondiscrimination and Anti-Harassment Policy and the manner in which it was implemented in the matter that was highlighted in the recent article.

As you are likely aware, Senate DFL Caucus Members and staff have met with Senate Counsel and Senate Human Resources. With the benefit of their input, we are reviewing our own caucus and member handling of the staff member's situation and are committed to improving our own response to these types of concerns. To that end, we as a caucus would like to be included in the scope of the independent investigation that we seek.

In addition, recognizing that we all respect the privacy of those we work with in the Minnesota Senate, especially in personnel matters, public discussions have raised important questions about the Senate's policy and how it is implemented. The current policy was a much-needed replacement of old policy, created by a bipartisan working group and unanimously approved by the Senate Rules and Administration Committee in March 2019. However, it is important that we reflect on recent conversations and remain open to pursuing additional changes, if they are needed.

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Further, whenever an employee, former or current, believes that the policies were not implemented correctly in their matter, it is our duty to validate their voice and take their concerns seriously. Hence, we make our request for an investigation. Since one of the issues that has been raised involves the role of Senate HR itself, we do not think that an internal evaluation will be sufficient to address the concerns raised and to instill confidence in the results of the investigation. Accordingly, we believe that the Senate should engage outside evaluators to conduct the investigation. There will be important questions about the scope of such an investigation, given personnel privacy, and we want to work with you, non-partisan, and bipartisan Senate leaders to create a process that is both independent and broad so that employees, Members, and all Minnesotans are assured that the Senate is a safe and respectful place to do the people's work.

Thank you for your prompt consideration of how best to achieve these goals and for convening Senate leaders to initiate this urgent process.

Sincerely,



Susan Kent  
Senate DFL Leader



Nick Frenzt  
Assistant DFL Leader



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Assistant DFL Leader

cc: Senator Paul Gazelka, Senate Majority Leader  
Tom Bottern, Director, Senate Counsel/Research/Analysis  
Nicole Miner, Director, Senate Human Resources