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**BASED ON THE FILE, RECORD, AND
PROCEEDINGS, AND BECAUSE:**

1. Appellant Babiker E. Osman sued respondent Maggie K. Hanson, an employee of the Minnesota Department of Human Services. Hanson moved to dismiss Osman's complaint for failure to state an actionable claim under Minnesota Rule of Civil Procedure 12.02(e). The district court granted Hanson's motion. Osman appeals.

2. "A pleading which sets forth a claim for relief ... shall contain a short and plain statement of the claim showing that the pleader is entitled to relief[.]" Minn. R. Civ. P. 8.01. This is not a high bar because "Minnesota is a notice-pleading state that does not require absolute specificity in pleading but rather requires only information sufficient to fairly notify the opposing party of the claim against it." *Hansen v. Robert Half Intern., Inc.*, 813 N.W.2d 906, 917-18 (Minn. 2012).

3. We review de novo the district court's grant of a motion to dismiss under rule 12.02(e). *Sipe v. STS Mfg., Inc.*, 834 N.W.2d 683, 686 (Minn. 2013) (quotation and citation omitted). "In so doing, we consider only the facts alleged in the complaint, accepting those facts as true." *Id.* In our analysis, we may "consider only those issues that the record shows were presented and considered by the trial court in deciding the matter before it." *Thiele v. Stich*, 425 N.W.2d 580, 582-83 (Minn. 1988); *see also* Minn. R. Civ. App. P. 128.03 (briefs must include specific references to the record).

4. Osman's complaint does not include any actionable factual allegations and fails to meet the requirements under Rule 8.01. Osman's handwritten complaint merely states that he asked the Minnesota Department of Human Services to open an investigation into his place of work, recounts a series of meetings that Osman had with his employer, and states that Osman sent a "digital complaint" to a state employee via email.¹ Osman's complaint does not notify the opposing party of the claims against it. *Hansen*, 813 N.W.2d at 917-18.

5. On appeal, Osman asks us to consider new factual allegations that he did not plead in his complaint or raise to the district court. But, despite counsel for respondent's well-written and thorough briefing on these new allegations, we cannot consider issues that were not raised before the district court. *Thiele*, 425 N.W.2d at 582-83.

6. Because Osman's complaint fails to state any claim upon which relief may be granted, we affirm the district court's order granting Hanson's motion to dismiss.

IT IS HEREBY ORDERED:

1. The district court's order is affirmed.

¹ The "digital complaint" referenced in Osman's complaint is described as a 150-page document. There is no such document in the record before us on appeal.

2. Pursuant to Minn. R. Civ. App. P. 136.01, subd. 1(c), this order opinion is nonprecedential, except as law of the case, res judicata, or collateral estoppel.

Dated: April 14, 2026

BY THE COURT

/s/

Judge Michael Kirk

APPENDIX B

[DATE STAMP]
[Illegible]
State of Minnesota
June 20, 2025

**STATE OF MINNESOTA DISTRICT COURT
COUNTY OLMSTED THIRD JUDICIAL
DISTRICT**

Case Type: Employment

Court File No. 55-CV-24-8890

Babiker E. Osman,
Plaintiff,

vs.

Maggie K. Hanson,
Defendant.

ORDER

The above-entitled matter came before the Honorable Lisa R Hayne, Olmsted County District Court Judge, on Defendant's Motion to Dismiss. Benjamin Johnson, Assistant Attorney General, appeared on behalf of Defendant. Babiker E. Osman, the Plaintiff, appeared on his own behalf.

Based upon the files, pleadings, records, and

proceedings herein, and on the arguments and submissions of the parties, the Court enters the following:

ORDER

1. Defendant's Motion to Dismiss is in all respects GRANTED;
2. That all claims in this case asserted by Plaintiff against Defendant are DISMISSED WITH PREJUDICE; and
3. That judgment be entered upon the filing of this Order.

**LET JUDGMENT BE ENTERED
ACCORDINGLY.**

Dated; _____

BY THE COURT:

/s/

Lisa R. Hayne

HONORABLE LISA R HAYNE

Olmsted County District Court Judge

[ILLEGIBLE STAMP]

APPENDIX C

**STATE OF MINNESOTA
IN SUPREME COURT**

A25-1317

[DATE STAMP]
FILED
[Illegible]
Date:
2026.06.17
11:24:14-05'00'

ORDER

Based upon all the files, records, and proceedings
herein,

IT IS HEREBY ORDERED that the petition of
the Babiker E Osman for further review is denied.

Dated: June 17, 2026

BY THE COURT:

Anne K. McKeig
Associate Justice

APPENDIX D

**STATE OF MINNESOTA
IN THE DISTRICT COURT
COUNTY OF OLMSTED
THIRD JUDICIAL DISTRICT**

Appellate Court No. A25-1317

Transcript of Proceedings

File No. 55-CV-24-8890

Babiker E. Osman,
Plaintiff,

vs.

Maggie K. Hanson,
Defendant.

Motion Hearing

The above-entitled matter come before the Honorable Lisa R. Rayne, Judge of District Court, on June 20, 2025, at 10:47 a.m. The proceeding was conducted via Zoom videoconferencing.

Appearances

Babiker E. Osman, Plaintiff, is self-represented.

Benjamin Johnson, appeared on behalf of the

defendant, who was not personally present.

Amelia M. Fjerstad
Official Court Reporter

THE COURT: we are on the record Babiker Osman Maggie K. Hanson. This is court file 55-CV-24-8890. We are here for the respondent's motion. Mr. Johnson, I will hear from you.

MR. JOHNSON: Thank you, Your Honor. Benjamin Johnson, Assistant Attorney General, here on behalf of the defendant, Ms. Maggie Hanson. Your Honor, we submitted a motion to dismiss, that's in the court record. There was not an opposition from Mr. Osman to that brief. I don't have anything to add to the arguments and authorities and citations presented – memorandum and I don't think that the Court wants me to just reiterate those. With that, I would rest under motion papers, Your Honor, and ask that the motion to dismiss be granted. Though I'm happy to answer any questions the Court may have regarding our motion. But with that, I would yield my time, Your Honor.

THE COURT: And, Mr. Osman, I did note that you did not respond to this motion. So I am going to grant Mr. Johnson's motion to dismiss for failure to state claim. And so the matter will be dismissed. And I do see, Mr. Johnson, you have a proposed order, and I will go ahead and sign that proposed order.

MR. JOHNSON: Thank you, Your Honor.

THE COURT: Okay. Thank you everyone.

MR. JOHNSON: Thank you.

(The proceeding concluded at 10:49 a.m.)

REPORTER'S CERTIFICATE

I, Amelia M. Fjerstad, hereby certify that I am an official court reporter in the Third Judicial District of the State of Minnesota; that as such reporter I digitally recorded the proceedings in the above-entitled action; that I thereafter transcribed to typewriting the foregoing transcript from the digital recordings taken via Zoom videoconferencing on June 20, 2025; and that the foregoing transcript consisting of 3 pages constitutes a full, true, and accurate transcription of said proceeding.

Dated: September 29, 2025.

Amelia M. Fjerstad
District Court Reporter
Government Center, 6th Floor
151 Fourth Street SE
Rochester, Minnesota 55904
(507)722-7309

PROOF OF SERVICE

I, [Your Name], do swear or declare that on this ____ day of ____, 2026, as required by Supreme Court Rule 29, I have served the enclosed Motion to Proceed in Forma Pauperis and Petition for a Writ of Certiorari on each party to the above proceeding or that party's counsel, and on every other person required to be served, by depositing an envelope containing the above documents in the United States mail properly addressed to them and with first-class postage prepaid.

The names and addresses of those served are as follows:

[Name of the Company's Attorney]
[Law Firm Name]
[Law Firm Mailing Address]

Benjamin Johnson,
Attorney for Maggie K Hanson
445 Minnesota Street, Suite 600
St. Paul, Minnesota 55101-2131
(651) 757-1035 (Voice)

I declare under penalty of perjury that the foregoing is true and correct.

Executed on ____, 2026

(Your Signature)
Petitioner, *Pro Se*