

MONTANA HUMAN RIGHTS BUREAU
Fiscal Year 2011 (July 1, 2010 to June 30, 2011)
Statistics in Brief

CASELOAD SUMMARY

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11
Cases Filed	143	175	114	82	514
Cases Closed*	156	171	195	158	680

TYPES OF CASE CLOSURES IN ALL CASES

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11	
Predetermination Closures						
Voluntary Resolution Agreements		36	21	37	26	120
Withdrawal w/ Benefits		5	5	5	2	17
Withdrawal- No Benefits		19	6	20	19	64
No Jurisdiction/Administrative Closure		1	5	4	1	11
						Total 212
Investigative Findings						
No Reasonable Cause Finding		67	97	72	77	313
Reasonable Cause Finding		11	30	19	21	81
						Total 394

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY11
Closures Following Reasonable Cause Finding					
Successful Conciliation	7	12	29	7	55
Certified for Hearing	15	22	18	19	74
Hearings Discrimination Finding	4	2	8	4	18
Other†	2	1	2	3	8
					Total 155

* "Cases Closed" includes all Predetermination Closures, No Reasonable Cause Findings, and Closures Following Reasonable Cause Finding.

† "Other Closures" includes dismissal on the basis of failure to locate charging party; dismissal due to charging party filing suit in district court; charging party failure to cooperate.

TYPE OF RESPONDENT- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11
Private Employers	87	99	83	59	328
State & Local Government	46	34	23	14	117
Housing	3	30	3	0	36
Elementary/Secondary Schools	4	8	4	5	21
Colleges/ Universities	2	4	1	2	9
Union/Other	1	0	0	2	3

AREA OF ALLEGED DISCRIMINATION- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11
Employment	96	125	93	77	391
Government Services	34	12	9	2	57
Housing	4	30	3	0	37
Public Accommodations	7	3	8	2	20
Education	1	5	1	1	8
Insurance/Finance	1	0	0	0	1

BASIS OF ALLEGED DISCRIMINATION*- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11
Disability	55	77	40	35	207
Retaliation	26	40	37	31	134
Sex- Female	31	30	33	24	118
Age	20	33	20	12	85
Religion	34	7	5	4	50
Pregnancy	11	11	7	4	33
National Origin	1	14	5	1	21
Race- Native American	11	4	4	0	19
Sex- Male	3	3	4	7	17
Marital Status	4	9	1	2	16
Race- Black	3	2	4	1	10
Political Belief	0	8	2	0	10
Familial Status	0	6	0	0	6
Creed	2	1	3	0	6
Race- Other	0	1	4	0	5
Color	0	3	1	0	4

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

ISSUES OF ALLEGED DISCRIMINATION*- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11
Discharge/ Constructive Discharge	59	79	57	44	239
Other	37	42	10	2	91
Terms/Conditions	14	24	17	12	67
Reasonable Accommodation	22	14	18	9	63
Sexual Harassment	14	15	12	10	51
Discipline/Suspension	13	8	12	14	47
Harassment	9	16	12	3	40
Hiring/Reinstatement	7	12	6	9	34
Wages/Benefits	4	4	9	4	21
Demotion	1	5	6	0	12
Promotion/Assignment	6	4	2	0	12
Maternity Leave	5	1	0	3	9

*Issues total more than 100% of total cases filed because some cases allege more than one issue.

BASIS OF ALLEGED DISCRIMINATION* – Employment Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 11
Disability	36	43	26	33	138
Retaliation	27	40	34	30	131
Sex- Female	28	26	33	23	110
Age	21	30	20	12	83
Pregnancy	11	9	7	4	31
Religion	6	5	3	4	18
Sex- Male	3	3	4	6	16
Marital Status	4	7	1	2	14
National Origin	1	7	5	1	14
Political Belief	0	6	2	0	8
Race- Native American	6	1	1	0	8
Race- Black	1	4	2	1	8
Race- Other	0	1	4	0	5
Color	0	3	1	0	4
Creed	1	2	0	0	3

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

BASIS OF ALLEGED DISCRIMINATION*- Housing Cases Filed

	Total FY 11
Disability	30
Familial Status	6
National Origin	6
Creed	2
Religion	2
Race	2
Marital Status	0
Sex- Male	0
Age	0
Sex- Female	0
Retaliation	0

*Allegations total more than 100% of total cases filed because some cases allege more than one basis.

TYPES OF CASE CLOSURES- Housing Cases Closed

	Total FY 11
Predetermination Closures	19
Voluntary Resolution Agreements	13
Withdrawal w/ Benefits	4
Withdrawal No Benefit	2
No Jurisdiction	0
Investigative Findings	28
No Cause Findings	23
Cause Finding	5
Closures Following Reasonable Cause Finding	
Conciliation after Cause Finding	4
Cause Finding at Hearings	0
Charging Party Filed in District Court	1
Total Housing Closures	47

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Fiscal Year 2010 (July 1, 2009 to June 30, 2010)
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CASELOAD SUMMARY

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10
Cases Filed	155	171	128	149	603
Cases Closed*	140	184	185	162	671

TYPES OF CASE CLOSURES IN ALL CASES

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10	
Predetermination Closures						
Voluntary Resolution Agreements		32	28	42	33	135
Withdrawal w/ Benefits		3	5	6	2	16
Withdrawal- No Benefits		10	14	12	9	45
No Jurisdiction/Administrative Closure		0	1	6	3	13
					Total	209
Investigative Findings						
No Reasonable Cause Finding		68	101	92	81	342
Reasonable Cause Finding		24	49	13	29	115
					Total	457

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY10	
Closures Following Reasonable Cause Finding						
Successful Conciliation	21	12	14	22	69	
Unsuccessful Conciliation	5	21	8	0	34	
Hearings Discrimination Finding	0	0	5	0	5	
Other [†]	0	0	0	12	12	
					Total	120

* "Cases Closed" includes all Predetermination Closures, No Reasonable Cause Findings, and Closures Following Reasonable Cause Finding.

† "Other Closures" includes dismissal on the basis of failure to locate charging party; dismissal due to charging party filing suit in district court; charging party failure to cooperate.

TYPE OF RESPONDENT- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10
Private Employers	113	117	85	97	397
State & Local Government	16	36	37	36	125
Elementary/Secondary Schools	7	8	1	9	25
Colleges/ Universities	2	5	4	3	14
Housing	19	10	4	8	42

AREA OF ALLEGED DISCRIMINATION- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10
Employment	111	146	110	111	478
Housing	19	10	5	8	42
Government Services	11	5	11	21	48
Insurance	0	2	0	0	2
Public Accommodations	13	4	2	6	25
Education	1	4	0	3	8

BASIS OF ALLEGED DISCRIMINATION*- All Cases

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10
Disability	68	68	55	72	263
Retaliation	40	44	36	39	159
Sex- Female	33	31	22	28	114
Age	49	42	31	20	94
Race- Native American	8	7	6	10	31
Sex- Male	6	11	4	6	27
Pregnancy	6	8	6	2	22
Race- Black	3	3	3	9	18
Marital Status	8	7	3	2	20
Religion	8	3	5	4	20
Race- White	1	13	4	1	19
Familial Status	8	0	4	2	14
National Origin	1	4	1	7	13
Creed	0	4	7	0	11
Color	2	1	1	4	8
Political Belief	3	2	3	0	8
Race- Other	0	0	0	1	1

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

ISSUES OF ALLEGED DISCRIMINATION*- All Cases

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10
Discharge/ Constructive Discharge	60	76	59	74	269
Discipline/Suspension	13	6	6	7	32
Demotion	4	2	5	7	18
Wages	1	5	7	3	16
Terms/Conditions	38	48	29	26	141
Sexual Harassment	16	20	15	11	62
Hiring/Reinstatement	22	12	19	16	69
Reasonable Accommodation	37	30	31	25	123
Promotion	1	3	0	1	5
Maternity Leave	1	1	1	0	3
Harassment	24	28	9	14	75
Other	15	11	17	28	121

*Issues total more than 100% of total cases filed because some cases allege more than one issue.

BASIS OF ALLEGED DISCRIMINATION* – Employment Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 10
Sex- Female	33	31	21	23	108
Pregnancy	6	8	6	2	22
Sex- Male	6	11	4	6	27
Age	22	19	29	18	88
Disability	40	50	46	51	187
Marital Status	8	7	3	2	20
Political Belief	3	2	3	0	8
Religion	1	3	5	2	11
National Origin	1	4	1	6	12
Race- Native American	2	4	4	3	13
Race- Black	0	1	3	7	11
Race- Other	1	13	1	2	17
Color	2	1	1	4	8
Creed	0	0	3	0	3
Retaliation	33	44	33	27	140

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

BASIS OF ALLEGED DISCRIMINATION*- Housing Cases Filed

	Total FY 10
Sex- Female	1
Sex- Male	1
Age	6
Disability	47
Marital Status	5
Familial Status	19
Religion	1
Race- Native American	2
Race- Black	5
Race- Other	1
Creed	1
Retaliation	2

*Allegations total more than 100% of total cases filed because some cases allege more than one basis.

TYPES OF CASE CLOSURES- Housing Cases Closed

	Total FY 10
Predetermination Closures	
Voluntary Resolution Agreements	18
Withdrawal w/ Benefits	0
Withdrawal No Benefit	4
No Jurisdiction	1
Investigative Findings	
No Cause Findings	23
Cause Finding	16
Closures Following Reasonable Cause Finding	
Conciliation after Cause Finding	2
Cause Finding at Hearings	4
Charging Party Filed in District Court	6
Total Housing Closures	58