

MONTANA HUMAN RIGHTS BUREAU

Statistics in Brief (July 1, 2015 to June 30, 2016)

SFY 2016 CASE LOAD SUMMARY

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Cases Filed	226	169	193	149	737
Cases Closed	146	153	209	176	684

***FILED**

TYPE OF RESPONDENT

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Private company	148	126	128	110	512
State & Local government	70	35	48	20	173
Elementary/Secondary school	11	8	12	13	44
College/University	0	2	3	3	8

AREA

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Employment	165	129	139	126	559
Public accommodation	9	9	9	5	32
Government service	55	12	9	5	81
Housing	4	18	15	9	46
Education	1	1	13	3	18
Insurance/Finance	0	0	0	1	1

BASIS

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Disability	99	90	100	69	358
Retaliation	102	47	80	52	281
Sex-Female	38	22	32	32	124
Age	50	25	38	14	127
Race-Native American	9	8	8	13	38
Marital Status	5	3	2	6	16
Sex-Male	15	10	9	9	43
Pregnancy	4	7	9	6	26
Race-Black	10	5	5	3	23
Religion/Creed	8	2	9	13	32
National Origin	10	5	5	5	25
Political Belief	10	5	2	3	20
Color	7	5	2	4	18
Race-White	1	2	0	2	5

Basis - allegations total more than 100% of total cases filed because some cases allege more than one basis

FILED - continued

ISSUE	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Discharge/Constructive Discharge	81	69	66	72	288
Harassment	44	37	36	39	156
Reasonable Accommodation	43	37	35	38	153
Terms/Conditions	22	19	18	20	79
Sexual Harassment	15	13	13	14	55
Hiring/Reinstatement	19	16	16	17	68
Discipline/Suspension	28	24	23	25	100
Hours	6	6	5	6	23
Promotion	7	6	6	5	24
Demotion	9	8	8	8	33
Maternity Leave	0	0	0	1	1
Exclusion	21	18	17	19	75
Intimidation	4	3	3	3	13
Lay off	2	1	1	2	6

Issue - allegations total more than 100% of total cases filed because some cases allege more than one issue

****CLOSED**

TYPE OF CLOSURE

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
No Reasonable Cause Finding	85	92	103	92	372
**Reasonable Cause Finding	21	16	29	21	87
Voluntary Resolution Agreement	19	23	40	18	100
Withdrawal with benefits	8	5	11	17	41
Withdrawal - no benefits	13	17	14	28	72
No Jurisdiction/Admin Closure	0	0	11	1	12

REASONABLE CAUSE CLOSURE

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Successful Conciliation	5	3	8	15	31
Cases Certified for Hearings	7	17	15	23	62
Hearings Discrimination Finding	3	2	3	11	19
Hearings Dismissal	9	16	10	12	47

Reasonable Cause Closure - will total more than 100% of total cause closures due to hearings certifications

**FILED" includes - Employment, Housing, Finance/Credit, Licensing, Public Accommodation, Education/Training, Governmental Services & Governmental Funds

**"CASES CLOSED" includes all Predetermination Closures, No Reasonable Cause Finding, and closures *following* Reasonable Cause Finding; Voluntary Resolution Agreement, Withdrawal with and without benefits and any Administrative Closures.