

MONTANA HUMAN RIGHTS BUREAU

Statistics in Brief (July 1, 2017 to June 30, 2018)

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| SFY 2018 CASE LOAD SUMMARY |
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| | 1st Qtr | 2nd Qtr | 3rd Qtr | 4th Qtr | Total |
|--------------|---------|---------|---------|---------|-------|
| Cases Filed | 134 | 106 | 154 | 162 | 556 |
| Cases Closed | 98 | 125 | 138 | 138 | 499 |

| |
|---------------|
| *FILED |
|---------------|

TYPE OF RESPONDENT

| | 1st Qtr | 2nd Qtr | 3rd Qtr | 4th Qtr | Total |
|--|---------|---------|---------|---------|-------|
| Private company | 100 | 79 | 100 | 125 | 404 |
| State & Local government | 27 | 20 | 44 | 27 | 118 |
| Elementary/Secondary school | 6 | 5 | 7 | 8 | 26 |
| College/University | | 2 | 2 | 1 | 5 |
| Individual (not attached to a company) | 1 | | 1 | 1 | 3 |

AREA

| | 1st Qtr | 2nd Qtr | 3rd Qtr | 4th Qtr | Total |
|----------------------|---------|---------|---------|---------|-------|
| Employment | 104 | 88 | 112 | 144 | 448 |
| Public accommodation | 15 | 8 | 17 | 8 | 48 |
| Government service | 10 | 6 | 14 | 7 | 37 |
| Housing | 4 | 3 | 10 | 2 | 19 |
| Education | 1 | 1 | 1 | | 3 |
| Insurance/Finance | | | | 1 | 1 |

BASIS

| | 1st Qtr | 2nd Qtr | 3rd Qtr | 4th Qtr | Total |
|----------------------|---------|---------|---------|---------|-------|
| Disability | 67 | 48 | 74 | 57 | 246 |
| Retaliation | 46 | 39 | 65 | 70 | 220 |
| Sex-Female | 18 | 20 | 33 | 40 | 111 |
| Age | 32 | 15 | 16 | 25 | 88 |
| Race-Native American | 6 | 8 | 16 | 11 | 41 |
| Marital Status | 4 | | 6 | 7 | 17 |
| Sex-Male | 3 | 8 | 4 | 12 | 27 |
| Pregnancy | 11 | 3 | 7 | 4 | 25 |
| Race-Black | 4 | 4 | 5 | 8 | 21 |
| Religion/Creed | 2 | 1 | 5 | 2 | 10 |
| National Origin | 5 | 3 | 3 | 13 | 24 |
| Political Belief | 1 | 2 | 4 | 4 | 11 |
| Color | 1 | 3 | 1 | 2 | 7 |
| Race-White | 6 | | | 4 | 10 |
| Race - Asian | | 1 | 1 | 1 | 3 |
| Wages | 6 | 5 | 3 | 6 | 20 |

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 | 65 | 40 | 53 | 78 | 236 |
| Harassment | 19 | 32 | 31 | 24 | 106 |
| Reasonable Accommodation | 45 | 22 | 46 | 28 | 141 |
| Terms/Conditions | 12 | 13 | 14 | 24 | 63 |
| Sexual Harassment | 9 | 16 | 15 | 19 | 59 |
| Hiring/Reinstatement | 11 | 15 | 16 | 16 | 58 |
| Discipline/Suspension | 9 | 8 | 12 | 21 | 50 |
| Hours | 12 | 3 | 6 | 6 | 27 |
| Promotion | | 3 | 2 | 6 | 11 |
| Demotion | 2 | 3 | 2 | 6 | 13 |
| Exclusion | 18 | 16 | 30 | 9 | 73 |
| Intimidation | 5 | 4 | 3 | 4 | 16 |
| Lay off | 1 | 2 | | | 3 |
| Benefits/Insurance | 1 | | 1 | 1 | 3 |

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 | 50 | 67 | 90 | 78 | 285 |
| **Reasonable Cause Finding | 11 | 13 | 17 | 12 | 53 |
| Voluntary Resolution Agreement | 19 | 30 | 15 | 23 | 87 |
| Withdrawal with benefits | 5 | 7 | 4 | 7 | 23 |
| Withdrawal - no benefits | 13 | 8 | 10 | 18 | 49 |
| No Jurisdiction/Admin Closure | | | 2 | | 2 |

REASONABLE CAUSE CLOSURE

| | 1st Qtr | 2nd Qtr | 3rd Qtr | 4th Qtr | Total |
|---------------------------------|---------|---------|---------|---------|-------|
| Successful Conciliation | 11 | 13 | 11 | 6 | 41 |
| Cases Certified for Hearings | 18 | 23 | 6 | 5 | 52 |
| Hearings Discrimination Finding | 1 | 3 | 3 | 1 | 8 |
| Hearings Dismissal | 11 | 23 | 6 | 4 | 44 |

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.