

MONTANA HUMAN RIGHTS BUREAU
Fiscal Year 2012 (July 1, 2011 to June 30, 2012)
Statistics in Brief

CASELOAD SUMMARY

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 12
Cases Filed	151	139	135	122	547
Cases Closed*	145	80	130	135	490

TYPES OF CASE CLOSURES IN ALL CASES

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 12		
Predetermination Closures							
Voluntary Resolution Agreements			29	18	39	19	105
Withdrawal w/ Benefits			1	6	4	7	18
Withdrawal- No Benefits			18	16	19	13	66
No Jurisdiction/Administrative Closure			4	1	1	1	7
Investigative Findings							
No Reasonable Cause Finding			68	27	54	78	227
Reasonable Cause Finding			16	10	12	22	60

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY12
Closures Following Reasonable Cause Finding					
Successful Conciliation	16	7	10	12	45
Cases Certified for Hearings	17	21	19	8	65
Hearings Discrimination Finding	7	9	6	6	28
Other [†]	7	3	2	4	16

* "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 12
Private Employers	107	91	93	85	376
State & Local Government	29	28	28	25	110
Elementary/Secondary Schools	8	11	4	2	25
Colleges/ Universities	4	3	8	8	23
Housing	3	6	2	2	13

AREA OF ALLEGED DISCRIMINATION- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 12
Employment	115	113	113	98	439
Public Accommodations	20	11	6	5	42
Government Services	6	7	4	17	34
Housing	4	7	2	2	15
Education	6	1	6	0	13
Insurance/Finance	0	0	4	0	4

BASIS OF ALLEGED DISCRIMINATION*- All Cases

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 12
Disability	68	58	54	42	222
Retaliation	36	29	46	38	149
Sex- Female	38	30	22	20	110
Age	24	16	38	23	101
Race- Native American	6	17	8	7	38
Marital Status	12	6	3	6	27
Sex- Male	6	6	4	10	26
Pregnancy	6	3	7	7	23
Race- Black	5	6	2	8	21
Religion	2	3	8	5	18
National Origin	3	2	3	4	12
Race- Other	2	2	0	3	7
Political Belief	1	0	1	3	5
Color	0	1	0	3	4
Familial Status	2	0	1	0	3
Creed	0	1	1	1	3

*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 12
Discharge/ Constructive Discharge	69	67	58	51	245
Harassment	31	24	23	19	97
Reasonable Accommodation	19	24	29	20	92
Terms/Conditions	27	24	17	15	83
Sexual Harassment	24	14	13	13	64
Other	13	12	12	14	51
Hiring/Reinstatement	13	8	15	9	45
Discipline/Suspension	7	8	5	7	27
Wages	5	8	5	5	23
Promotion	3	2	4	1	10
Demotion	1	1	1	3	6
Maternity Leave	2	0	1	0	3

*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 12
Disability	40	39	44	35	158
Retaliation	36	29	41	35	141
Sex- Female	36	29	20	17	102
Age	23	16	38	21	98
Sex- Male	5	6	3	10	24
Race- Native American	3	11	4	5	23
Pregnancy	5	3	7	7	22
Marital Status	10	6	2	4	22
Race- Black	4	6	2	2	14
Religion	2	2	4	5	13
National Origin	2	2	2	0	6
Race- Other	2	2	0	2	6
Political Belief	1	0	1	1	3
Color	0	1	0	1	2
Creed	0	1	0	0	1

*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 12
Sex- Female	1
Sex- Male	0
Age	0
Disability	2
Marital Status	3
Familial Status	3
Religion	0
Race- Native American	6
Race- Black	0
Race- Other	0
Creed	0
Retaliation	1

*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 12
Predetermination Closures	0
Voluntary Resolution Agreements	0
Withdrawal w/ Benefits	0
Withdrawal No Benefit	0
No Jurisdiction	0
Investigative Findings	
No Cause Findings	10
Cause Finding	0
Closures Following Reasonable Cause Finding	
Conciliation after Cause Finding	3
Cause Finding at Hearings	0
Charging Party Filed in District Court	0
Total Housing Closures	13