

**MONTANA HUMAN RIGHTS BUREAU**  
**State Fiscal Year 2014 (July 1, 2013 to June 30, 2014)**  
**Statistics in Brief**

**CASELOAD SUMMARY**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14
Cases Filed	176	162	183	134	655
Cases Closed*	145	195	182	162	684

**TYPES OF CASE CLOSURES IN ALL CASES**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14	
<b>Predetermination Closures</b>						
Voluntary Resolution Agreements		28	24	35	23	110
Withdrawal w/ Benefits		2	5	2	46	55
Withdrawal- No Benefits		24	32	20	24	100
No Jurisdiction/Administrative Closure		0	0	1	0	1
<b>Investigative Findings</b>						
No Reasonable Cause Finding		71	106	107	80	364
**Reasonable Cause Finding		20	29	20	16	85

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY14
<b>Closures Following Reasonable Cause Finding</b>					
Successful Conciliation	6	5	3	14	28
Cases Certified for Hearings	22	30	10	16	78
Hearings Discrimination Finding	1	1	5	3	10
Hearings Dismissal	1	0	5	4	10

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

\*\*"Reasonable Cause Finding" including cases certified to Hearings

**TYPE OF RESPONDENT- All Cases Filed**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14
Private Companies	124	106	120	97	447
State & Local Government	42	26	43	17	128
Elementary/Secondary Schools	6	8	14	4	32
Colleges/ Universities	3	5	6	2	16
Housing	1	17	0	13	31

**AREA OF ALLEGED DISCRIMINATION- All Cases Filed**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14
Employment	146	127	156	101	530
Public Accommodations	6	5	6	17	34
Government Services	10	6	16	3	35
Housing	12	19	2	18	51
Education	0	2	3	0	5
Insurance/Finance	0	0	0	0	0

**BASIS OF ALLEGED DISCRIMINATION\*- All Cases Filed**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14
Disability	55	60	70	56	241
Retaliation	37	40	45	39	161
Sex- Female	34	39	47	18	138
Age	30	32	34	35	131
Race- Native American	7	25	5	13	50
Marital Status	4	7	13	3	27
Sex- Male	10	6	8	4	28
Pregnancy	9	5	3	6	23
Race- Black	21	5	5	6	37
Religion	8	3	6	4	21
National Origin	7	0	0	0	7
Race- Other	1	0	0	0	1
Political Belief	8	6	9	1	24
Color	0	0	4	1	5
Familial Status	1	0	0	0	1
Creed	2	0	8	0	9
Race White	1	8	0	0	9

\*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 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14
Discharge/ Constructive Discharge	79	78	90	52	299
Harassment	20	45	38	28	131
Reasonable Accommodation	9	10	26	7	52
Terms/Conditions	23	4	8	8	43
Sexual Harassment	10	14	12	1	37
Hiring/Reinstatement	17	15	25	20	77
Discipline/Suspension	3	1	5	4	13
Wages	3	2	6	2	13
Promotion	5	0	1	1	7
Demotion	2	2	2	1	7
Maternity Leave	0	0	0	0	0

\*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 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 14
Disability	46	47	58	35	186
186	36	40	35	38	149
Sex- Female	30	38	46	16	130
Age	35	30	32	31	128
Sex- Male	9	6	8	4	27
Race- Native American	6	6	4	2	18
Pregnancy	9	5	3	6	23
Marital Status	4	7	13	1	25
Race- Black	15	5	2	4	26
Religion	7	3	4	1	15
National Origin	0	0	2	0	2
Race- Other	0	0	0	0	0
Political Belief	8	6	1	1	16
Color	0	0	4	1	5
Creed	1	0	0	0	1
Race –White	1	8	0	0	9

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

## **BASIS OF ALLEGED DISCRIMINATION\*- Housing Cases Filed**

	<b>Total FY 14</b>
Sex- Female	2
Sex- Male	0
Age	6
Disability	12
Marital Status	2
Familial Status	1
Religion	2
Race- Native American	27
Race- Black	6
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**

	<b>Total FY 14</b>
<b>Predetermination Closures</b>	0
Voluntary Resolution Agreements	2
Withdrawal w/ Benefits	0
Withdrawal No Benefit	6
No Jurisdiction	0
<b>Investigative Findings</b>	
No Cause Findings	24
Cause Finding	0
<b>Closures Following Reasonable Cause Finding</b>	
Conciliation after Cause Finding	0
Cause Finding at Hearings	0
Charging Party Filed in District Court	0
<b>Total Housing Closures</b>	<b>32</b>