

MONTANA HUMAN RIGHTS BUREAU

Statistics in Brief (July 1, 2018 to June 30, 2019)

SFY 2019 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	474
Cases Closed	512

FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	329
State & Local government	104
Elementary/Secondary school	29
College/University	9
*Individual	3

*Individual are cases against individuals only- not associated with a company

AREA	Total
Employment	385
Public accommodation	20
Government service	36
Housing	19
Education	13
Insurance	1

BASIS	Total
Disability	195
Retaliation	162
Sex-Female	104
Age	102
Race	51
Marital Status	5
Sex-Male	17
Pregnancy	22
Religion/Creed	20
National Origin	13
Political Belief	15
Color	3

ISSUE	Total
Discharge/Constructive Discharge	192
Harassment	75
Reasonable Accommodation	102
Terms/Conditions	80
Sexual Harassment	49
Hiring/Reinstatement	43
Discipline/Suspension	51
Hours/Wages	30
Promotion	6
Demotion	15
Exclusion	50
Intimidation	14

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

CLOSED/FINDING - ALL HRB CASES

TYPE OF CLOSURE	Total
No Reasonable Cause	342
Reasonable Cause	49
Voluntary Resolution Agreement	55
Withdrawal with benefits- HRB assisted	14
Withdrawal - no benefits	52

*REASONABLE CAUSE (49)	Total
Cases Certified for Hearings	35
Successful Conciliation	22
Hearings Discrimination Finding	12
Hearings Dismissal	32
Still in Admin. Process	27

CASES CLOSED - includes all Predetermination Closures, No Reasonable Cause Finding,

Reasonable Cause Finding; Voluntary Resolution Agreement, Withdrawal with and without benefits.

***Reasonable Cause Closures** - are statistics of case closures after the admin process has been completed from a "cause" finding investigation.

SFY 2019 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	385
Cases Closed	422

FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	291
State & Local government	66
Elementary/Secondary school	20
College/University	8

AREA	Total
Employment	385

BASIS	Total
Disability	149
Retaliation	143
Sex-Female	97
Age	83
Race	34
Marital Status	5
Sex-Male	12
Pregnancy	22
Religion/Creed	4
National Origin	8
Political Belief	15
Color	2

ISSUE	Total
Discharge/Constructive Discharge	192
Harassment	55
Reasonable Accommodation	70
Terms/Conditions	64
Sexual Harassment	47
Hiring/Reinstatement	43
Discipline/Suspension	51
Hours/Wages	30
Promotion	6
Demotion	15
Exclusion	11
Intimidation	9

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

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

CLOSED/FINDING - EMPLOYMENT ONLY

TYPE OF CLOSURE	Total
No Reasonable Cause	281
Reasonable Cause	41
Voluntary Resolution Agreement	47
Withdrawal with benefits-HRB assisted	12
Withdrawal - no benefits	41

*REASONABLE CAUSE (41)	Total
Cases Certified for Hearings	27
Successful Conciliation	14
Hearings Discrimination Finding	9
Hearings Dismissal	25
Still in Admin. Process	20

CASES CLOSED - includes all Predetermination Closures, No Reasonable Cause Finding, Reasonable Cause Finding; Voluntary Resolution Agreement, Withdrawal with and without benefits.

***Reasonable Cause Closures** - are statistics of case closures after the admin process has been completed from a "cause" finding investigation.