

# MONTANA HUMAN RIGHTS BUREAU

## Statistics in Brief (July 1, 2019 to June 30, 2020)

### SFY 2020 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	449
HRB Decisions/Closed	475

### FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	303
State & Local government	103
Elementary/Secondary school	33
College/University	6
*Individual	4

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

AREA	Total
Employment	380
Public accommodation	19
Government service	31
Housing	9
Education	10

BASIS	Total
Disability	176
Retaliation	167
Sex-Female	77
Age	102
Race	54
Marital Status	8
Sex-Male	42
Pregnancy	17
Religion/Creed	18
National Origin	16
Political Belief	2
Color	12

ISSUE	Total
Discharge/Constructive Discharge	189
Harassment	82
Reasonable Accommodation	95
Terms/Conditions	66
Sexual Harassment	45
Hiring/Reinstatement	43
Discipline/Suspension	60
Hours/Wages	24
Promotion	13
Demotion	5
Exclusion	51
Intimidation	17

**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 DECISION/CLOSURE	Total
No Reasonable Cause	281
Reasonable Cause	48
Voluntary Resolution Agreement	72
Withdrawal with benefits-HRB assisted	8
Withdrawal - no benefits	65
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	30
Successful Conciliation	39
Hearings Discrimination Finding	8
Hearings Dismissal	29
Still in Admin. Process	30

\***TYPE OF DECISION/CLOSURE** - No Reasonable Cause Finding, Reasonable Cause Finding, Voluntary Resolution Agreement, Withdrawal with and without benefits, admin closure - all decided/closed within this SFY.

\*\***REASONABLE CAUSE CLOSURE** - are statistics of case closures after the admin process has been completed from a "cause" finding investigation, in other words numbers will reflect previous cause findings that have closed within this SFY

# MONTANA HUMAN RIGHTS BUREAU

## Statistics in Brief (July 1, 2019 to June 30, 2020)

### SFY 2020 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	380
Cases Closed	395

### FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	279
State & Local government	71
Elementary/Secondary school	24
College/University	5
Individual	1

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

BASIS	Total
Disability	145
Retaliation	155
Sex-Female	69
Age	98
Race	42
Marital Status	7
Sex-Male	34
Pregnancy	17

ISSUE	Total
Discharge/Constructive Discharge	189
Harassment	67
Reasonable Accommodation	76
Terms/Conditions	60
Sexual Harassment	44
Hiring/Reinstatement	43
Discipline/Suspension	60
Hours/Wages	24

Religion/Creed	9
National Origin	12
Political Belief	2
Color	10

Promotion	13
Demotion	5
Exclusion	13
Intimidation	16

**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 DECISION/CLOSURE	Total
No Reasonable Cause	227
Reasonable Cause	37
Voluntary Resolution Agreement	65
Withdrawal with benefits-HRB assisted	8
Withdrawal - no benefits	57
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	24
Successful Conciliation	32
Hearings Discrimination Finding	7
Hearings Dismissal	21
Still in Admin. Process	25

\***TYPE OF DECISION/CLOSURE** - No Reasonable Cause Finding, Reasonable Cause Finding, Voluntary Resolution Agreement, Withdrawal with and without benefits, admin closure - all decided/closed within this SFY.

\*\***REASONABLE CAUSE CLOSURE** - are statistics of case closures after the admin process has been completed from a "cause" finding investigation, in other words numbers will reflect previous cause findings that have closed within this SFY