

MONTANA HUMAN RIGHTS BUREAU

Statistics in Brief (July 1, 2020 to June 30, 2021)

SFY 2021 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	594
HRB Decisions/Closed	485

FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	510
State & Local government	52
Elementary/Secondary school	12
College/University	12
*Individual	8
Insurance	1

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

AREA	Total
Employment	522
Public accommodation	30
Government service	19
Housing	21
Education	5

BASIS	Total
Disability	172
Retaliation	121
Sex-Female	74
Age	59
Age under 21	41
Age under 18	170
Race	40
Marital Status	9
Sex-Male	18
Pregnancy	13
Religion/Creed	11

ISSUE	Total
Discharge	183
Harassment	70
Reasonable Accommodation	95
Terms/Conditions	38
Sexual Harassment	33
Hiring/Reinstatement	224
Discipline/Suspension	49
Hours/Wages	14
Promotion/Assignment	16
Demotion	4
Exclusion	54

National Origin	28
Political Belief	4
Color	7

Intimidation	12
Posting notices	211
Benefits	3
Maternity	3

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	234
Reasonable Cause	77
Voluntary Resolution Agreement	69
Withdrawal with benefits-HRB assisted	17
Withdrawal - no benefits	87
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	55
Successful Conciliation	22
Hearings Discrimination Finding	11
Hearings Dismissal	37
Still in Admin. Process	7

***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, 2020 to June 30, 2021)

SFY 2021 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	522
Cases Closed	420

FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	469
State & Local government	34
Elementary/Secondary school	10
College/University	8
Individual	1

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

BASIS	Total
Disability	140
Retaliation	107
Sex-Female	72
Age	56
Age under 21	41
Age under 18	170
Race	19

ISSUE	Total
Discharge	183
Harassment	54
Reasonable Accommodation	79
Terms/Conditions	33
Sexual Harassment	30
Hiring/Reinstatement	224
Discipline/Suspension	48

Marital Status	7
Sex-Male	15
Pregnancy	13
Religion/Creed	10
National Origin	17
Political Belief	2
Color	4

Hours/Wages	14
Promotion/Assignment	16
Demotion	4
Exclusion	15
Intimidation	9
Posting Notices	211
Benefits	3
Maternity	3

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	195
Reasonable Cause	70
Voluntary Resolution Agreement	59
Withdrawal with benefits-HRB assisted	17
Withdrawal - no benefits	80
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	39
Successful Conciliation	18
Hearings Discrimination Finding	8
Hearings Dismissal	26
Still in Admin. Process	5

***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