

MONTANA HUMAN RIGHTS BUREAU

Statistics in Brief (July 1, 2021 to June 30, 2022)

SFY 2022 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	638
HRB Decisions/Closed	610

FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	503
State & Local government	95
Elementary/Secondary school	24
College/University	11
*Individual	5

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

AREA	Total
Employment	548
Public accommodation	34
Government service	29
Housing	20
Education	7

BASIS	Total
Disability	164
Retaliation	312
Sex-Female	79
Age	52
Age under 21	13
Age under 18	34
Race	56
Marital Status	7
Sex-Male	20
Pregnancy	9
Religion/Creed	34
National Origin	14

ISSUE	Total
Discharge	162
Harassment	256
Reasonable Accommodation	97
Terms/Conditions	173
Sexual Harassment	21
Hiring/Reinstatement	90
Discipline/Suspension	63
Hours/Wages	33
Promotion/Assignment	23
Demotion	4
Exclusion	63
Intimidation	5

Political Belief	4
Color	8
Vaccination Status	207
GINA	1

Posting notices	47
Benefits	1
Maternity	2

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	285
Reasonable Cause	63
Voluntary Resolution Agreement	71
Withdrawal with benefits-HRB assisted	27
Withdrawal - no benefits	160
Administrative Closure	4

**REASONABLE CAUSE	Total
Cases Certified for Hearings	43
Successful Conciliation	22
Hearings Discrimination Finding	10
Hearings Dismissal	52
Still in Admin. Process	11

***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, 2021 to June 30, 2022)

SFY 2022 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	548
Cases Closed	520

FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	456
State & Local government	64
Elementary/Secondary school	19
College/University	9
Individual	0

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

BASIS	Total
Disability	131
Retaliation	279
Sex-Female	72
Age	49
Age under 21	13
Age under 18	34
Race	35
Marital Status	6

ISSUE	Total
Discharge	162
Harassment	220
Reasonable Accommodation	74
Terms/Conditions	165
Sexual Harassment	19
Hiring/Reinstatement	90
Discipline/Suspension	63
Hours/Wages	33

Sex-Male	19
Pregnancy	9
Religion/Creed	31
National Origin	12
Political Belief	4
Color	7
Vaccination Status	189
GINA	1

Promotion/Assignment	23
Demotion	4
Exclusion	23
Intimidation	2
Posting Notices	47
Benefits	1
Maternity	2

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	229
Reasonable Cause	56
Voluntary Resolution Agreement	55
Withdrawal with benefits-HRB assisted	26
Withdrawal - no benefits	150
Administrative Closure	4

**REASONABLE CAUSE	Total
Cases Certified for Hearings	38
Successful Conciliation	19
Hearings Discrimination Finding	9
Hearings Dismissal	45
Still in Admin. Process	9

***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