

MONTANA HUMAN RIGHTS BUREAU
Statistics in Brief (July 1, 2022 to June 30, 2023)

SFY 2023 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	386
HRB Decisions/Closed	506

FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	303
State & Local government	50
Elementary/Secondary school	17
College/University	10
*Individual	6

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

AREA	Total
Employment	331
Public accommodation	16
Government service	18
Housing	16
Education	5

BASIS	Total
Disability	175
Retaliation	166
Sex-Female	77
Age	53
Race	33
Marital Status	11
Sex-Male	18
Pregnancy	14
Religion/Creed	12
National Origin	15
Political Belief	2

ISSUE	Total
Discharge	172
Harassment	61
Reasonable Accommodation	87
Terms/Conditions	37
Sexual Harassment	25
Hiring/Reinstatement	23
Discipline/Suspension	44
Hours/Wages	40
Promotion/Assignment	22
Demotion	8
Exclusion	27

Color	2
Vaccination Status	7

Intimidation	3
Lay off	1
Benefits	3
Maternity	3
Assignment	13

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	317
Reasonable Cause	45
Voluntary Resolution Agreement	70
Withdrawal with benefits-HRB assisted	26
Withdrawal - no benefits	47
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	34
Successful Conciliation	43
Hearings Discrimination Finding	17
Hearings Dismissal	32
Still in Admin. Process	29

***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

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Statistics in Brief (July 1, 2022 to June 30, 2023)

SFY 2023 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	331
Cases Closed	427

FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	275
State & Local government	38
Elementary/Secondary school	8
College/University	9
Individual	1

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

BASIS	Total
Disability	147
Retaliation	156
Sex-Female	74
Age	52
Race	24

ISSUE	Total
Discharge	172
Harassment	51
Reasonable Accommodation	66
Terms/Conditions	33
Sexual Harassment	24

Marital Status	11
Sex-Male	18
Pregnancy	14
Religion/Creed	7
National Origin	10
Political Belief	2
Color	1
Vaccination Status	4

Hiring/Reinstatement	22
Discipline/Suspension	44
Hours/Wages	40
Promotion/Assignment	21
Demotion	8
Exclusion	3
Intimidation	3
Benefits	3
Maternity	3
Lay off	1
Training	1

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	271
Reasonable Cause	34
Voluntary Resolution Agreement	61
Withdrawal with benefits-HRB assisted	21
Withdrawal - no benefits	39
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	26
Successful Conciliation	37
Hearings Discrimination Finding	14
Hearings Dismissal	27
Still in Admin. Process	20

***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