

**MONTANA HUMAN RIGHTS BUREAU**  
**Statistics in Brief (July 1, 2023 to June 30, 2024)**

**SFY 2024 CASE LOAD SUMMARY-ALL HRB CASES**

<b>ALL HRB CASES</b>	<b>Total</b>
Cases Filed	451
HRB Decisions/Closed	440

**FILED-ALL HRB CASES**

<b>TYPE OF RESPONDENT</b>	<b>Total</b>
Private Company	341
State & Local government	66
Elementary/Secondary school	35
College/University	8
*Individual	1

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

<b>AREA</b>	<b>Total</b>
Employment	379
Public accommodation	21
Government service	26
Housing	13
Education	12

<b>BASIS</b>	<b>Total</b>
Disability	188
Retaliation	166
Sex-Female	87
Age	53
Race	55
Marital Status	16
Sex-Male	26
Pregnancy	18
Religion/Creed	18
National Origin	15
Political Belief	3

<b>ISSUE</b>	<b>Total</b>
Discharge	200
Harassment	85
Reasonable Accommodation	90
Terms/Conditions	47
Sexual Harassment	29
Hiring/Reinstatement	18
Discipline/Suspension	56
Hours/Wages	48
Promotion/Assignment	28
Demotion	13
Exclusion	49

Color	1
Familial Status	1

Intimidation	6
Lay off	6
Benefits	8

**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	225
Reasonable Cause	35
Voluntary Resolution Agreement	95
Withdrawal with benefits-HRB assisted	17
Withdrawal - no benefits	67
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	29
Successful Conciliation	18
Hearings Discrimination Finding	
Hearings Dismissal	
Still in Admin. Process	

**\*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, 2023 to June 30, 2024)

### SFY 2024 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	379
Cases Closed	388

### FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	308
State & Local government	39
Elementary/Secondary school	23
College/University	6

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

BASIS	Total
Disability	155
Retaliation	156
Sex-Female	78
Age	51
Race	33

ISSUE	Total
Discharge	200
Harassment	75
Reasonable Accommodation	68
Terms/Conditions	41
Sexual Harassment	25

Marital Status	12
Sex-Male	25
Pregnancy	18
Religion/Creed	9
National Origin	11
Political Belief	4

Hiring/Reinstatement	23
Discipline/Suspension	52
Hours/Wages	47
Promotion/Assignment	26
Demotion	12
Exclusion	15
Intimidation	3
Benefits	6
Lay off	5
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	198
Reasonable Cause	29
Voluntary Resolution Agreement	87
Withdrawal with benefits-HRB assisted	16
Withdrawal - no benefits	57
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	17
Successful Conciliation	16
Hearings Discrimination Finding	
Hearings Dismissal	
Still in Admin. Process	

\***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