

**MONTANA HUMAN RIGHTS BUREAU**  
**Statistics in Brief (July 1, 2024 to June 30, 2025)**

**SFY 2025 CASE LOAD SUMMARY-ALL HRB CASES**

<b>ALL HRB CASES</b>	<b>Total</b>
Cases Filed	379
HRB Decisions/Closed	391

**FILED-ALL HRB CASES**

<b>TYPE OF RESPONDENT</b>	<b>Total</b>
Private Company	282
State & Local government	64
Elementary/Secondary school	20
College/University	11
*Individual	2

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

<b>AREA</b>	<b>Total</b>
Employment	334
Public accommodation	16
Government service	14
Housing	8
Education	7

<b>BASIS</b>	<b>Total</b>
Disability	181
Retaliation	156
Sex-Female	68
Age	61
Race	33
Marital Status	14
Sex-Male	20
Pregnancy	20
Religion/Creed	7
National Origin	5
Political Belief	2
Color	1

<b>ISSUE</b>	<b>Total</b>
Discharge	194
Harassment	68
Reasonable Accommodation	111
Terms/Conditions	22
Sexual Harassment	15
Hiring/Reinstatement	26
Discipline/Suspension	59
Hours/Wages	19
Promotion/Assignment	22
Demotion	12
Exclusion	40
Intimidation	1

Familial Status	1
Sexual Orientation	10

Lay off	4
Benefits/Training	4

**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	220
Reasonable Cause	32
Voluntary Resolution Agreement	61
Withdrawal with benefits-HRB assisted	13
Withdrawal - no benefits	64
Administrative Closure	1

**REASONABLE CAUSE	Total
Cases Certified for Hearings	15
Successful Conciliation	16
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, 2024 to June 30, 2025)

### SFY 2025 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	334
Cases Closed	339

### FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	263
State & Local government	48
Elementary/Secondary school	16
College/University	7

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

BASIS	Total
Disability	154
Retaliation	146
Sex-Female	62
Age	60
Race	25
Marital Status	13
Sex-Male	18
Pregnancy	20

ISSUE	Total
Discharge	194
Harassment	63
Reasonable Accommodation	95
Terms/Conditions	41
Sexual Harassment	14
Hiring/Reinstatement	26
Discipline/Suspension	59
Hours/Wages	19

Religion/Creed	4
National Origin	10
Political Belief	2
Sexual Orientation	9

Promotion/Assignment	22
Demotion	12
Exclusion	15
Intimidation	1
Benefits/Training	3
Lay off	4

**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**

<b>*TYPE OF DECISION/CLOSURE</b>	<b>Total</b>
No Reasonable Cause	190
Reasonable Cause	27
Voluntary Resolution Agreement	51
Withdrawal with benefits-HRB assisted	12
Withdrawal - no benefits	58
Administrative Closure	1

<b>**REASONABLE CAUSE</b>	<b>Total</b>
Cases Certified for Hearings	13
Successful Conciliation	13
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