

MONTANA HUMAN RIGHTS BUREAU

Statistics in Brief (July 1, 2025 to June 30, 2026)

SFY 2026 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	503
HRB Decisions/Closed	439

FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	389
State & Local government	83
Elementary/Secondary school	18
College/University	12
*Individual	1

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

AREA	Total
Employment	434
Public accommodation	18
Government service	23
Housing	21
Education	7

BASIS	Total
Disability	24
Retaliation	259
Sex-Female	90
Age	77
Race	55
Marital Status	8
Sex-Male	23
Pregnancy	19
Religion/Creed	20
National Origin	26
Political Belief	6
Color	8

ISSUE	Total
Discharge	254
Harassment	107
Reasonable Accommodation	159
Terms/Conditions	45
Sexual Harassment	15
Hiring/Reinstatement	30
Discipline/Suspension	98
Hours/Wages	34
Promotion/Assignment/Rere	14
rral	9
Demotion	9
Exclusion	39
Intimidation	9

Familial Status	-
Sexual Orientation	12

Lay off	2
Benefits/Training	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	235
Reasonable Cause	47
Voluntary Resolution Agreement	64
Withdrawal with benefits-HRB assisted	9
Withdrawal - no benefits	79
Administrative Closure	2

**REASONABLE CAUSE	Total
Cases Certified for Hearings	
Successful Conciliation	22
Still in Admin. Process	12

***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

Statistics in Brief (July 1, 2025 to June 30, 2026)

SFY 2026 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	434
Cases Closed	379

FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	353
State & Local government	59
Elementary/Secondary school	13
College/University	9

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

BASIS	Total
Disability	204
Retaliation	234
Sex-Female	87
Age	74
Race/Color	45
Marital Status	7
Sex-Male	21
Pregnancy	19

ISSUE	Total
Discharge	254
Harassment/Sexual Harassment/Intimidation	108
Reasonable Accommodation	132
Hiring/Promotion/Referral	32
Discipline/Demotion/Suspension/Layoff	89
Hours/Wages/Exclusion/Training	43
Job Classification/Assignment/T	46
Benefits/Insurance	4

Religion/Creed	15
National Origin	21
Political Belief	4
Sexual Orientation	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 - EMPLOYMENT ONLY

*TYPE OF DECISION/CLOSURE	Total
No Reasonable Cause	200
Reasonable Cause	42
Voluntary Resolution Agreement	57
Withdrawal with benefits-HRB assisted	7
Withdrawal - no benefits	68
Administrative Closure	5

**REASONABLE CAUSE	Total
Cases Certified for Hearings	
Successful Conciliation	
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