

# MONTANA HUMAN RIGHTS BUREAU

## Statistics in Brief (July 1, 2016 to June 30, 2017)

### SFY 2017 CASE LOAD SUMMARY

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Cases Filed	169	136	116	139	560
Cases Closed	160	149	175	146	630

### \*FILED

\*\*FILED\*\* includes - Employment, Housing, Finance/Credit, Licensing, Public Accommodation, Education/Training & Governmental Services

#### TYPE OF RESPONDENT

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Private company	110	86	89	92	377
State & Local government	41	38	23	22	124
Elementary/Secondary school	12	7	3	15	37
College/University	6	5	1	10	22

#### AREA

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Employment	129	104	96	101	430
Public accommodation	9	10	7	13	39
Government service	13	18	3	0	34
Housing	6	10	11	8	35
Education	9	2	2	9	22

#### BASIS

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Disability	68	47	61	53	229
Retaliation	68	56	53	54	231
Sex-Female	39	25	17	20	101
Age	22	18	20	20	80
Race-Native American	14	15	5	23	57
Marital Status	8	4	3	1	16
Sex-Male	15	9	9	3	36
Pregnancy	4	4	3	7	18
Race-Black	2	8	6	1	17
Religion/Creed	4	9	3	7	23
National Origin	8	12	2	13	35
Political Belief	2	2	4	10	18
Color	7	3	3	4	17
Race-White	0	2	4	1	7

Race-Other 1 5 2 14 22

*Basis - allegations total more than 100% of total cases filed because some cases allege more than one basis*

*FILED - continued*

<b>ISSUE</b>	<b>1st Qtr</b>	<b>2nd Qtr</b>	<b>3rd Qtr</b>	<b>4th Qtr</b>	<b>Total</b>
Discharge/Constructive Discharge	75	51	55	51	232
Harassment	28	31	19	24	102
Reasonable Accommodation	34	27	35	27	123
Terms/Conditions	22	19	14	19	74
Sexual Harassment	17	11	5	6	39
Hiring/Reinstatement	15	7	4	13	39
Discipline/Suspension	29	26	11	9	75
Hours	4	8	6	8	26
Promotion	7	3	2	3	15
Demotion	8	6	4	3	21
Exclusion	20	18	23	34	95
Intimidation	1	6	5	2	14

*Issue - allegations total more than 100% of total cases filed because some cases allege more than one issue*

## **\*\*CLOSED**

### **TYPE OF CLOSURE**

	<b>1st Qtr</b>	<b>2nd Qtr</b>	<b>3rd Qtr</b>	<b>4th Qtr</b>	<b>Total</b>
No Reasonable Cause Finding	89	104	100	92	385
**Reasonable Cause Finding	20	12	31	16	79
Voluntary Resolution Agreement	23	17	23	24	87
Withdrawal with benefits-HRB assisted	17	5	3	4	29
Withdrawal - no benefits	11	11	17	11	50

### **REASONABLE CAUSE CLOSURE**

	<b>1st Qtr</b>	<b>2nd Qtr</b>	<b>3rd Qtr</b>	<b>4th Qtr</b>	<b>Total</b>
Successful Conciliation	10	6	7	4	27
Cases Certified for Hearings	16	7	25	11	59
Hearings Discrimination Finding	1	7	8	1	17
Hearings Dismissal	14	22	13	7	56

**CASES CLOSED** - includes all Predetermination Closures, No Reasonable Cause Finding, Reasonable Cause Finding; Voluntary Resolution Agreement, Withdrawal with and without benefits.

**Reasonable Cause Closures** - are statistics of case closures after the admin process has been completed from a "cause" finding investigation.