

MONTANA HUMAN RIGHTS BUREAU
Fiscal Year 2013 (July 1, 2012 to June 30, 2013)
Statistics in Brief

CASELOAD SUMMARY

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13
Cases Filed	139	190	162	191	682
Cases Closed*	125	124	165	195	609

TYPES OF CASE CLOSURES IN ALL CASES

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13	
Predetermination Closures						
Voluntary Resolution Agreements		21	34	29	33	117
Withdrawal w/ Benefits		3	0	1	2	6
Withdrawal- No Benefits		11	24	19	14	68
No Jurisdiction/Administrative Closure		0	1	0	0	1
Investigative Findings						
No Reasonable Cause Finding		79	53	97	117	346
Reasonable Cause Finding		18	18	9	24	69

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY13
Closures Following Reasonable Cause Finding					
Successful Conciliation	10	10	15	21	56
Cases Certified for Hearings	30	14	12	17	73
Hearings Discrimination Finding	4	3	10	1	18

* "Cases Closed" includes all Predetermination Closures, No Reasonable Cause Findings, and Closures Following Reasonable Cause Finding.

TYPE OF RESPONDENT- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13
Private Employers	107	122	108	127	464
State & Local Government	18	45	31	49	143
Elementary/Secondary Schools	7	10	1	2	20
Colleges/ Universities	5	2	3	2	12
Housing	0	7	16	4	27

AREA OF ALLEGED DISCRIMINATION- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13
Employment	125	167	139	176	607
Public Accommodations	0	0	2	3	5
Government Services	2	2	1	2	7
Housing	0	7	16	4	27
Education	12	12	4	4	32
Insurance/Finance	0	0	0	3	3

BASIS OF ALLEGED DISCRIMINATION*- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13
Disability	51	71	61	65	248
Retaliation	50	56	50	55	211
Sex- Female	29	35	33	34	131
Age	26	31	28	38	123
Race- Native American	5	8	11	6	30
Marital Status	1	6	4	7	18
Sex- Male	7	11	6	8	32
Pregnancy	7	3	8	3	21
Race- Black	4	7	2	11	24
Religion	6	10	15	4	35
National Origin	8	5	5	4	22
Race- Other	0	4	0	1	5
Political Belief	2	0	7	3	12
Color	2	1	2	0	5
Familial Status	0	3	4	0	7
Creed	1	1	0	1	3

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

ISSUES OF ALLEGED DISCRIMINATION*- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13
Discharge/ Constructive Discharge	73	95	76	74	318
Harassment	23	59	37	53	172
Reasonable Accommodation	18	22	28	22	90
Terms/Conditions	5	7	12	13	37
Sexual Harassment	30	23	16	15	84
Other	0	2	0	2	4
Hiring/Reinstatement	15	18	15	19	67
Discipline/Suspension	5	6	4	16	31
Wages	2	8	4	4	18
Promotion	2	0	2	3	7
Demotion	1	8	1	5	15
Maternity Leave	2	0	1	2	4

*Issues total more than 100% of total cases filed because some cases allege more than one issue.

BASIS OF ALLEGED DISCRIMINATION* – Employment Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 13
Disability	45	67	54	62	228
Retaliation	49	56	49	55	209
Sex- Female	28	35	31	34	128
Age	21	26	21	35	103
Sex- Male	7	11	6	8	32
Race- Native American	6	7	11	7	31
Pregnancy	7	3	8	3	21
Marital Status	0	6	4	5	15
Race- Black	3	6	0	9	18
Religion	6	9	14	4	33
National Origin	8	4	4	4	20
Race- Other	0	4	0	1	5
Political Belief	2	0	7	3	12
Color	2	1	2	0	5
Creed	1	1	0	1	3

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

BASIS OF ALLEGED DISCRIMINATION*- Housing Cases Filed

	Total FY 13
Sex- Female	0
Sex- Male	0
Age	8
Disability	9
Marital Status	1
Familial Status	14
Religion	0
Race- Native American	1
Race- Black	0
Race- Other	0
Creed	0
Retaliation	0

*Allegations total more than 100% of total cases filed because some cases allege more than one basis.

TYPES OF CASE CLOSURES- Housing Cases Closed

	Total FY 13
Predetermination Closures	0
Voluntary Resolution Agreements	8
Withdrawal w/ Benefits	0
Withdrawal No Benefit	3
No Jurisdiction	0
Investigative Findings	
No Cause Findings	10
Cause Finding	0
Closures Following Reasonable Cause Finding	
Conciliation after Cause Finding	0
Cause Finding at Hearings	0
Charging Party Filed in District Court	0
Total Housing Closures	21