

Fiscal Year July 1, 2016 to June 30, 2017

The Commission on Human Rights and Opportunities

CASE PROCESSING REPORT, CUMULATIVE DATA

1. Complaints Filed by Region

The Commission received a total of 2616 complaints in FY 2015-16. Each regional office takes complaints based on the town the alleged discrimination occurred in with the exception of the Housing Discrimination Unit which takes housing-related complaints from all over the state. A listing of which towns fall under which regional office can be found at the Commission’s website.

Capitol	550
Southwest	529
West Central	678
Eastern	402
Housing Discrimination Unit	<u>217</u>
Total	2376

2. Complaints Filed by Type of Charge

Complaints are classified by the predominant allegation and the allegedly violated statutes. In situations where, for example, a complaint contains mixed allegations of a denial of employment and denial of public accommodations, the complaint will be classified according to what the majority of the allegations relate to. Complaints classified as “Other” include those not readily classified as one of the other categories.

Employment	1963
Housing	217
Public Accommodations	181
Other	<u>15</u>
Total	2376

3. Complaints Filed Against State Agencies 138

Complaints filed against state agencies are recorded at the time of complaint intake according to who the Respondent is.

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4. Case Closures

The Commission closed a total of 2793 complaints during the fiscal year. Closures classified as “unknown” are a reflection of the complaint tracking system not being able to reflect accurately the kind of closure or are a result of an internal system error.

Closure Type	Total
Administrative Dismissal	195
Case Assessment Review – No Claim for Relief	106
Case Assessment Review – No Possibility of Reasonable Cause Finding	61
Case Assessment Review – Respondent Exempt	1
No Reasonable Cause	366
No Reasonable Cause – Administrative Dismissal	47
No Reasonable Cause - Lack of Jurisdiction	7
Pending	2
Pre-determination Conciliation	67
Public Hearing/Court Closure	51
Release of Jurisdiction	540
Satisfactorily Adjusted	21
Unknown	5
Withdrawal	139
Withdrawal with Settlement	983
Grand Total	2591

5. OPH Closures

The Office of Public Hearings (OPH) conducts hearings on any discrimination complaints certified after a finding of reasonable cause or for cases that are certified through the Early Legal Intervention process.

Administrative Dismissals	3
Public Hearing Withdrawals	4
Referee Decisions	5
Stipulated Agreements	53
Decertified	3
Release of Jurisdiction	10
Grand Total	78

In addition to the discrimination complaints included above, the OPH also conducts hearings on Whistleblower Retaliation complaints.

Administrative Dismissals	7
Withdrawals	4
Referee Decisions	0
Stipulated Agreements	0
Grand Total	11

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6. Number of Reasonable Cause Findings

Reasonable Cause findings come about after an investigator determines there is a bona fide belief that the material issues of fact are such that a person of ordinary caution, prudence and judgment could believe the facts alleged in the complaint. After a draft finding is issued, the parties have fifteen (15) days to comment on the draft findings. The investigator must review these comments and then issue a final finding. After a final finding of reasonable cause, the investigator shall attempt to eliminate the practice complained of by conference, conciliation and persuasion not later than fifty days after the date of the finding. If the investigator fails to eliminate the discriminatory practice complained of, the investigator shall certify the complaint within ten days. Upon certification, a Human Rights Referee shall be assigned to act as a presiding officer to hear the complaint. The complaint may also be directly certified to public hearing following a request for early legal intervention.

Cases Certified to Public Hearing	57
Reasonable Cause Drafts Issued	<u>80</u>
Grant Total	137

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Complaints Filed – Basis/Type					Type
Basis	Employment	Housing	Other	PA*	Total
Age	451	15		8	474
Alienage	13		1	2	16
Ancestry	200	22	2	18	242
Blindness	1				1
Color	404	32	5	40	481
Familial Status	7	25		4	36
Gender Identity	7	1		3	11
Guide Dog		2			2
Learning Disability	19	1	2	9	31
Marital Status	14	4		5	23
Mental Disability	103	44	2	21	170
Mental Disorder	71	1	1	20	93
National Origin	211	28	2	20	261
None	3		1		4
Other	216	2	5	11	234
Physical Disability	445	65	3	57	570
Prior Conviction of Crime	7				7
Race	551	33	8	70	662
Religious Creed	52	10	1	8	71
Retaliation - Housing	1	11			12
Sex	507	26	5	28	566
Sexual Orientation	51	8	2	11	72
Source of Income		3		1	4
Source of Income - Other		1			1
Source of Income - SDG		2			2
Source of Income - Sect. 8		27			27
Source of Income - SS		2			2
Source of Income - SSI		1			1
Grand Total	3334	366	40	336	4076

***Public Accommodation**

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Case Count by Issue		
Type	Issue	Total
EMPLOYMENT	Advertising	3
	Aiding & Abetting	36
	Demotion	44
	Denied	
	Disability(Pregnancy)	2
	Discharge	1071
	Exclude from Membership	2
	Harassment	493
	Hiring	97
	Other	512
	Other(Pregnancy)	16
	Promotion	75
	Reasonable Accommodation	182
	Refused Leave(Pregnancy)	3
	Retaliation	712
	Sexual Harassment	145
	Termination(Pregnancy)	48
	Terms & Conditions	900
HOUSING	Denial of Rental	62
	Eviction	6
	Loan/Credit	1
	Other	9
	Reasonable Accommodation	56
	Retaliation	10
	Terms and Conditions	92
OTHER	Code of Fair Practices	12
	Other	2
PUBLIC ACCOMMODATIONS	Denied Accommodation	7
	Entertainment	1
	Food	1
	Other	115
	Police Conduct	9
	Public Agency	18
	Reasonable Accommodation	10
	Recreation	1
Grand Total		4753

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Complaints Closed by Unit	Type				
	Employment	Housing	Other	Public Accommodations	Total
Capitol	351	0	0	38	389
Southwest	287	0	0	23	310
West Central	283	0	0	12	295
Eastern	403	0	3	26	432
Housing	0	177	0	3	180
Legal	830	18	28	109	985
Grand Total	2154	195	31	211	2591