

**DEPARTMENT OF HUMAN RIGHTS  
CASE MANAGEMENT SUMMARY REPORT**

Report Period: July 1, 2003—December 31, 2003

04 - 0261

CASE ACTIVITY	July 1, 2003— Dec. 31, 2003	January 1, 2003— June 30, 2003	Change (Percent)
<b>New Charges Filed</b>	557 charges	697 charges	-20%
% of, above, pending determination	81%	79%	+3%
<b>Total # Cases Closed/Disposition %</b>	722 cases	829 cases	-13%
Dismissed: Lack of Merit	35%	40%	-13%
Dismissed: other, incl. Lack of Cooperation	17%	20%	-15%
Withdrawn ( <i>excludes</i> settled cases)	2%	3%	-33%
<b>Closed after Probable Cause (PC)</b>	4%	6%	-33%
<b>Closed after No Probable Cause (NPC)</b>	36%	23%	+57%
<b>Closed after split (PC/NPC) determination</b>	1%	1%	0%
Pre-determination Resolution*	2%	4%	-50%
ADR-resolved (settled/withdrawn)	2%	2%	0%
<b>Avg. # days to issue PROBABLE CAUSE determination/Number issued</b>	331 days 39 PC cases	369 days 40 PC cases	-10% -3%
<b>Avg. # days to issue NO PROBABLE CAUSE determination/Number issued</b>	312 days 245 NPC cases	343 days 214 NPC cases	-9% +14%
<b>Avg. # days to issue PC/NPC (split) determination/Number issued</b>	394 days 7 PC/NPC cases	387 days 10 PC/NPC cases	+2% -30%
<b>Avg. # days to issue dismissal</b>	140 days	141 days	-1%
<b>% of DWR Dismissals within 6 months</b>	87%	87%	0%
<b>Avg. # Cases per fte Enforcement Officer</b>	24 cases	25 cases	-4%

\* Includes predetermination settlements and non-ADR withdrawals due to satisfactory resolution.

**INVENTORY: Cases Pending, as of:**

December 31, 2003

June 30, 2003

Cases needing initial determination:

664

813

Probable Cause cases:

Conciliation status with Attorney General

74

56

Administrative review requested by a Party

17 cases pending  
(116 requests made)

19 cases pending  
(104 requests made)

**Inventory, by Case Age (days from filing, less tolling):**

**Case count and percentage of pre-determination inventory,**

**as of December 30, 2003:**

1 – 90 days: 269 cases 41%  
91 – 180 days: 221 cases 33%  
181 – 270 days: 103 cases 16%  
271 – 365 days: 71 cases 11%  
366 or more days: 0 cases 0%

**Total: 664 cases (100%)**

**as of June 30, 2003:**

1 – 90 days: 305 cases 38%  
91 – 180 days: 263 cases 32%  
181 – 270 days: 128 cases 16%  
271 – 365 days: 109 cases 13%  
366 or more days: 8 cases 1%

**Total: 813 cases (100%)**

**Entire Inventory, by Case Status, as of December 31, 2003:**

**Pre-determination cases:**

Initial Inquiry: 346  
Case Screening: 38  
Investigation: 233  
Supervisor Review: 11  
PDS Pending: 7  
ADR: 29

**Total: 664**

**Post-determination cases:**

NPC/Split appeal period: 22  
Appeal/Reopen pending: 17  
Attorney General's Office: 74  
Remand Investigation: 2  
Remand Review: 2  
OAH (180-day hearing): 1

**Total: 118**

Base Data

Minnesota Department of Human Rights												
BASIS - AREA - FILING												
File Date Range: from 7/1/03 to 12/31/03												
Total Charges Filed for Date Range: 557												
Basis/Area	Aid/Abet	Contract	Credit	Education	Empl Agency	Emp/Emp	Emp/Unn	Housing	PA	PS	Reprisal	Total
Age	0	0	0	0	0	87	1	0	0	0	0	88
Disabil	1	0	0	1	2	153	3	4	6	6	1	177
Fam Stat	0	0	0	0	0	0	0	2	0	0	0	2
Mar Stat	0	0	0	0	0	20	2	1	0	0	0	23
None	20	0	0	0	0	0	0	0	0	0	102	122
Origin	4	2	0	1	0	47	1	3	5	4	2	69
PA Stat	0	0	0	0	0	1	0	4	0	0	0	5
Race	2	2	1	6	0	95	2	7	12	13	5	145
Religion	0	0	0	0	0	11	0	0	0	1	0	12
Reprisal	2	0	0	0	0	9	0	1	0	1	9	22
Sex	6	0	0	2	0	108	1	2	2	4	5	130
Sex Ortn	0	0	0	0	0	15	0	0	2	0	4	21
Total	35	4	1	10	2	546	10	24	27	29	128	0 816

Note: There can be more than one Area and/or Basis per charge filed

**DEPARTMENT OF HUMAN RIGHTS**  
**ALTERNATIVE DISPUTE RESOLUTION (ADR) PROGRAM**

**Report Period: July 1, 2003—December 31, 2003**

**ADR Program activity** during the report period:

**Number of cases referred to ADR from Enforcement Inventory: 253**

This is 45% of the *number* of charges filed during period.

Seventy-nine of the cases referred to ADR were *filed* during the July 1, through December 31, 2003, report period. This is 14% of all charges filed during the period.\*

Awaiting response to ADR invitation: 13 cases

Invitation declined by one or both parties: 206 cases

Accepted ADR invitation:

Mediation being scheduled: 13 cases

Mediation pending: 2 cases

Mediation cancelled; no agreement: 4 cases

Mediation held; resolved: 17 cases (67-day avg.)

Mediated; awaiting withdrawal: 1 case

Mediation held; no agreement: 24 cases

ADR inventory, as of 12/31/03: 29 cases

Returned to Enforcement Inventory: 234 cases

\* Cases are typically sent directly to ADR after the answer and rebuttal are received and the case has been screened for merit, which generally occurs between 3 and 6 months from the filing date; however, if the parties are interested, cases under investigation also may be referred to mediation.

