



Minnesota Department of
HUMAN RIGHTS

08 - 0571

July 11, 2008

Legislative Reference Library
ATTN: Acquisitions Department
645 State Office Building
St. Paul, MN 55155

Attn: Acquisitions Department

The Minnesota Department of Human Rights (MDHR) submits its semi-annual report to the Legislature summarizing the results of its investigation and resolution of human rights complaints. Documents detailing the Department's activities during the period of January 1, 2008 to June 30, 2008 are attached. Highlights of complaint activity are as follows:

- The number of new charges filed increased 9% from the previous six-month period.
- MDHR closed 459 cases.
- The average time from filing a charge to issuing a determination of no probable cause was 389 days. The average time from filing a charge to issuing a determination of probable cause was 329 days.
- On June 30 there were 7 cases in inventory older than 1 year.
- 88% of dismissals were accomplished within six months of the charge-filed date.
- The average caseload per enforcement officer during this report period decreased from 28 to 22.

Highlights of alternative dispute resolution (ADR) are as follows:

- 138 cases pending determination were referred to ADR.
- 85% of all cases designated for investigation this report period were first referred to ADR.
- Mediations were conducted for 33 cases, resulting in 16 resolutions during this report period.
- MDHR recovered approximately \$208,132 for charging parties via its ADR program.

In summary, MDHR has continued its high level of performance during the period covered by this report.

If you have any questions or concerns, please do not hesitate to contact me.

Yours truly,

Velma J. Korb
Commissioner

Attachment

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

Report Period: January 1, 2008—June 30, 2008

ADR Program activity:

Number of cases referred to ADR from Enforcement Inventory: 138
(This is 33% of the *number* of charges filed during period.)

68 of the cases referred to ADR were *filed* during the January 1, through June 30, 2008, report period. (This is 16% of all charges filed during the period.*)

85% of all cases designated for investigation this report period were first referred to ADR.

ADR Case activity, 1/1/08—6/30/08:

Invitation *declined* by one or both parties;
case returned to Investigation Unit: 55 cases

Both parties *accepted* ADR invitation: 31 cases

Mediation held; resolved & closed: 16 cases (avg. of 77 days in ADR status)

Mediation held; awaiting withdrawal: 4 case/s

Mediation/s held; no agreement: 13 cases

Mediation cancelled; no agreement: 2 cases

ADR inventory, as of 6/30/08:

Awaiting response to ADR invitation: 11 cases

Mediation being scheduled: 3 cases

Mediation session scheduled: 3 cases

Resolved/awaiting withdrawal: 4 cases

Total: 21 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 three and six months from the filing date; however, if the parties are interested, cases under investigation also may be referred to mediation.

MINNESOTA DEPARTMENT OF HUMAN RIGHTS

Settlement Summary		
Closure Date of January 1, 2008—June 30, 2008		
Summary by Settlement Type:		
Settlement Term	Total(s) #'s	Total(s) \$'s
Combined CP/Attorney Award	4	\$67,000.00
Conduct Training	15	\$0.00
CP Attorney Fees	5	\$35,774.37
CP Damages Awarded	13	\$149,487.00
CP Mental Anguish/Suffering	1	\$10,000.00
Implement Policy Change	11	\$0.00
Promotion	1	\$0.00
Punitive Damages	1	\$8,500.00
Send Letter or Other Positive Reference	3	\$0.00
Terms Confidential	16	\$208,132.00
Unspecified Lump Sum	1	\$3,500.00
Total	82	\$482,393.37
Summary by Closure Type:		
Closure Type		
ADR	16	\$208,132.00
Conciliation Settlements	55	\$214,499.67
Withdrawal - Satisfactorily Adjusted	5	\$3,500.00
Litigation	6	\$56,261.70
Total	82	\$482,393.37
Total number of cases with reported settlements:		82