



October 10, 2011

Robbie LaFleur, Director  
Minnesota Legislative Reference Library  
645 State Office Building  
100 Rev. Dr. Martin Luther King Jr. Blvd.  
St. Paul, MN 55155-1050

Dear Robbie LaFleur,

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. The completion of this report was delayed due to the state government shutdown this past summer.

Documents detailing the Department's activities during the period of January 1, 2011, to June 30, 2011, are attached. Highlights of complaint activity are as follows:

- 455 charges were filed representing a 20% increase in charge filing over the previous six-month period.
- MDHR closed 325 cases, or approximately 59%, in the open pre-determination status at the beginning of the reporting period.
- The average caseload per enforcement officer was 62 cases.
- Mediations were conducted in 41 cases and 21 cases were resolved through the mediation process during this reporting period.
- The average time from filing a charge to issuing a determination of probable cause was 386 days – a decrease of 24 days from the previous six month reporting period.

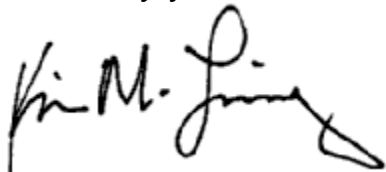
**AN EQUAL OPPORTUNITY EMPLOYER**

- The average time from filing a charge to issuing a determination of no probable cause was 387 days – a decrease of 36 days from the previous six month reporting period.
- The average time for MDHR to issue a dismissal was 161 days – a decrease of 46 days from the previous six month reporting period.
- As of June 30, 2011, MDHR has 53 cases in the open pre-determination inventory that are older than one year. Cases older than one year represent 8% of all of the cases in the open pre-determination inventory.
- MDHR recovered \$209,197 in monetary damages for charging parties through conciliation of probable cause cases.

In summary, MDHR continues its high level of service given the consistent demand and the decrease in resources during the past biennium.

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

Sincerely yours,

A handwritten signature in black ink, appearing to read "Kevin M. Lindsey". The signature is fluid and cursive, with a large initial "K" and "L".

Kevin M. Lindsey  
Commissioner

Attachments

**MINNESOTA DEPARTMENT OF HUMAN RIGHTS**

**CASE MANAGEMENT SUMMARY REPORT**

Report Period: January 1, 2011 — June 30, 2011

CASE ACTIVITY	1/1/2011 – 6/30/2011	7/1/2010 – 12/31/2010	Change (Percent)
New Charges Filed	455	380	+20%
% of above, pending determination	91%	87%	+5%
<b>CASE CLOSURES</b>	<b>325</b>	<b>429</b>	<b>-24%</b>
Dismissed: Lack of Merit	60%	59%	+2%
Dismissed: other, incl. Lack of Cooperation	1%	2%	-50%
Withdrawn (excludes settled cases)	5%	3%	+67%
Closed after Probable Cause (PC)	9%	6%	+33%
Closed after No Probable Cause (NPC)	16%	20%	-20%
Pre-determination Resolution*	6%	4%	+50%
Alternative Dispute Resolutions (mediations)	6%	4%	+50%
% of DWR Dismissals closed within 6 months	80%	69%	+16%
Avg. time to issue DWR Dismissal	161 days	207 days	-22%
<b>DETERMINATIONS MADE</b>			
Avg. time to issue PROBABLE CAUSE determination	386 days	410 days	-6%
Number issued	17	48	-65%
Avg. time to issue NO PROBABLE CAUSE determination	387 days	423 days	-9%
Number issued	54	61	-13%
Avg. # cases per fte Enforcement Officer	62	37	+77%

INVENTORY: Case Pending, as of:	June 30, 2011	December 31, 2010
Cases needing <i>initial</i> determination	644	516
Cases pending Conciliation/Litigation with Attorney General	29	43
ADMINISTRATIVE REVIEW requested by party		
Total for period	61	61
Pending	40	22

Pre-determination Inventory, by Case Age (# days from filing, less # days tolled):					
Case count and percentage of inventory, as of:					
June 30, 2011	#	%	December 31, 2011	#	%
1 – 90 days:	224	35%	1 – 90 days:	178	35%
91 – 180 days:	211	33%	91 – 180 days:	174	34%
181 – 270 days:	98	15%	181 – 270 days:	89	17%
271 – 365 days:	58	9%	271 – 365 days:	66	13%
366 or more days:	53	8%	366 or more days:	9	2%
<b>TOTAL</b>	<b>644</b>	<b>100%</b>	<b>TOTAL</b>	<b>553</b>	<b>100%</b>

\*Includes predetermination settlements (PDS) and Withdrawals due to satisfactory resolution.

**ALTERNATE DISPUTE RESOLUTION (ADR Program)**

Report Period: January 1, 2011 – June 30, 2011

149 cases referred to ADR.

41 cases in which both parties agreed to ADR.

21 cases in which mediation was held; resolved and closed.

1 case in which mediation was held; awaiting withdrawal.

Minnesota Department of Human Rights  
BASIS - AREA - FILING  
File Date Range: January 1, 2011 to June 30, 2011  
Total Charges Filed for Date Range: 455

AREA	BASIS											
	Age	Color	Disability	Marital Status	National Origin	No Basis	Public Assistance Status	Race	Religion	Sex	Sexual Orientation	Percentage
Aiding, Abetting, or Obstructing (Business)						1						0.1%
Aiding, Abetting, or Obstructing (Employment)			1			4						0.7%
Aiding, Abetting, or Obstructing (Public Services)						3						0.4%
Business/Contract			1			1		4		2	1	1.3%
Education	1		6		7		1	5		2	2	3.3%
Employment - Employer	79	3	127	13	37			61	9	96	15	61.2%
Employment - Employment Agency			1					2				0.4%
Employment - Union					1			1	1			0.4%
Housing/Real Property		1	3	2	1		5	7	1	5		3.5%
Public Accommodations		1	8		4			11	1		2	3.8%
Public Services			11		2			12	2	5	1	4.6%
Reprisal (Business)						3						0.4%
Reprisal (Education)						2						0.3%
Reprisal (Employment)			12		1	114		2		1	1	18.2%
Reprisal (Housing/Real Property)			1			5						0.8%
Reprisal (Public Services)			1			3						0.6%
Percentage	11%	1%	24%	2%	7%	19%	1%	15%	2%	15%	3%	

Note: Because there can be more than one Area and/or Basis per charge filed, counts of Area and Basis combinations will not reconcile with number of charges filed.