



Minnesota Department of  
HUMAN RIGHTS

July 25, 2012

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 MDHR made a commitment to conduct more investigations and try to reduce the backlog of its older cases. Consistent with this commitment, the Department has seen an increase in the number of investigation memoranda issued and a decrease in the length of time to reach determination.

In the past six months, MDHR issued 310 investigation memoranda. In comparison, the Department issued 238 investigation memoranda for the entire year of 2011. We are on pace to double the number of investigation memoranda in 2012.

The average case load per investigator is currently 70 cases. The average age of the probable cause determinations issued during the past six months was 404 days, down from 514 in the last 6 month period. The decrease in length of time was attributable to the commitment of the MDHR to address the backlog of its older cases.

MDHR saw a 50 % increase in charges filed with the department in this 6 month period over the last 6 month period. In the past six months, 451 charges were filed with MDHR as compared to 301 charges file the previous six months. As a result of this increase, the overall number of cases in the department has increased. As of the end of June 2012, the MDHR had 844 cases pending determination; 299 cases were less than 90 days old; 203 cases were between 91-180 days old; 49 cases were between 181-270 days old; 65 cases were between 271-365 days old; and 228 cases were older than 366 days.

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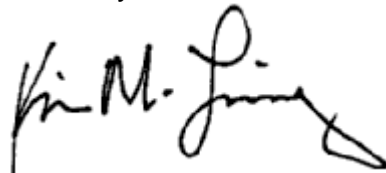
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At the end of June, 91% of the charges filed in the past six months remained open. Attached please find a breakdown by area and basis of the charges filed this past six months with the MDHR.

In the past six months, MDHR closed 293 cases. Specifically, 217 of the cases were closed after a no probable cause determination, 14 cases were closed after a probable cause determination, 23 were closed due to withdrawal, 14 were dismissed by the agency and in 16 cases a settlement was reached by the parties. The average time to dismiss a case was 290 days.

The department is also committed to resolving cases through mediation. In the past six months, MDHR referred 110 cases to mediation which represented 24% of the cases filed in the period. The MDHR scheduled 67 mediations in the past six months. The average length of time cases have been in the mediation process that ultimately settled during the past six months was 98 days.

Sincerely,

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

Kevin M. Lindsey  
Commissioner

Minnesota Department of Human Rights  
BASIS - AREA - FILING  
File Date Range: January 1, 2012 to June 30, 2012  
Total Charges Filed for Date Range: 451

AREA	BASIS											
	Age	Color	Disability	Familial Status	Marital Status	National Origin	Public Assistance Status	Race	Religion	Sex	Sexual Orientation	Percentage
Aiding, Abetting, or Obstructing (Employment)										7		1.1%
Aiding, Abetting, or Obstructing (Employment - Union)						1		1				0.3%
Business/Contract		2	2			1		2				1.1%
Education	1		8			1		9		3	1	3.6%
Employment - Employer	62	2	113		7	30		79	8	80	15	62.4%
Employment - Employment Agency					1	1						0.3%
Employment - Union						1		1				0.3%
Housing/Real Property			8	2		5		9	1	1		4.1%
Public Accommodations			10			6		23		2	3	6.9%
Public Services			7			1	1	10	1	2	1	3.6%
Reprisal (Education)						1		1				0.3%
Reprisal (Employment)	2	1	17		2	9		28		31	6	15.1%
Reprisal (Housing/Real Property)			2					1				0.5%
Reprisal (Public Services)								1		1		0.3%
Percentage	10%	1%	26%	0%	2%	9%	0%	26%	2%	20%	4%	

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.