



Minnesota Department of  
**HUMAN RIGHTS**

February 4, 2013

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.

MDHR's efforts to make common sense reforms to give Minnesotans a better value continued through the last half of 2012. The MDHR made a commitment to conduct more investigations, reduce the timeframe for investigating charges and 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 347 investigation memoranda. MDHR achieved a 39 percent increase over the first six months of 2012, in which 249 investigation memoranda were issued. Comparatively, there were 170 investigation memoranda in the last six months of 2011. Thus, there was a 104 percent increase in the memoranda issued in the past six months as compared to the last six months of 2011.
- The average case load per investigator is currently 76 cases.
- The average age of the probable cause determinations issued during the past six months was 357 days, down from 404 in the last 6 month period.
- The average age of the no probable cause determinations issued during the past six months was 293 days, down from 317 in the last 6 month period. The decrease in

AN EQUAL OPPORTUNITY EMPLOYER

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length of time is attributed to the commitment of the Minnesota Department of Human Rights and its staff to address the backlog of its older cases.

- MDHR saw a slight decrease in charges filed with the department in the last half of 2012 compared to the first half. In the past six months, the department initiated 418 investigations as compared to the previous six months when 450 investigations were initiated.
- As of the end of December 2012, the MDHR had 842 cases pending determination. Of these cases, 196 cases were less than 90 days old; 211 cases were between 91-180 days old; 139 cases were between 181-270 days old; 133 cases were between 271-365 days old; and 169 cases were older than 366 days. This is a decrease from the 228 cases that were older than 366 in the previous six months.
- At the end of December, 87% 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 417 cases. Specifically, 325 of the cases were closed after a no probable cause determination, 23 cases were closed after a probable cause determination, 39 were closed due to withdrawal, 8 were dismissed by the agency and in 22 cases a settlement was reached by the parties. The average time to close a case was 325 days.
- The department continues to attempt to resolve cases through mediation. In the past six months, MDHR referred 15 cases to mediation. During this time, the MDHR scheduled 44 mediations of which 22 settled. The average length of time for cases in the mediation process that ultimately settled during the past six months was 162 days.

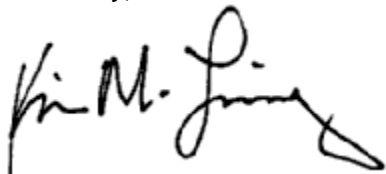
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Over the past year, the Minnesota Department of Human Rights achieved increased efficiency through common-sense reforms. The MDHR conducted more investigations, reduced the timeframe to reach a determination on charges and reduced the backlog of its older cases.

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

Enclosure

c:     Senator Ron Latz  
       Senator Warren Limmer  
       Representative Michael Paymar  
       Representative Tony Cornish  
       Representative Jon Lesch  
       Representative Peggy Scott  
       Erin Campbell, Office of the Governor Mark Dayton

Minnesota Department of Human Rights  
BASIS - AREA - FILING  
File Date Range: July 1, 2012 to December 31, 2012  
Total Charges Filed for Date Range: 418

AREA	BASIS											TOTAL	Percentage
	Age	Color	Disability	Familial Status	Marital Status	National Origin	Public Assistance Status	Race	Religion	Sex	Sexual Orientation		
Aiding, Abetting, or Obstructing (Employment)			1									1	0.2%
Aiding, Abetting, or Obstructing (Employment - Agency)			1									1	0.2%
Business/Contract			1					2				3	0.5%
Credit			1									1	0.2%
Education	1		4			1		10				16	2.5%
Employment - Employer	50	1	117		9	31		78	10	77	13	386	60.8%
Employment - Employment Agency	1		4						1	1		7	1.1%
Housing/Real Property		1	13	1	1		5	13		2	2	38	6.0%
Public Accommodations		1	11			9		16		4		41	6.5%
Public Services			5			4		11	2	2	4	28	4.4%
Reprisal (Education)			2					1				3	0.5%
Reprisal (Employment)	7		33		2	5		14	5	24	3	93	14.6%
Reprisal (Employment - Agency)			1								1	2	0.3%
Reprisal (Housing/Real Property)			3					2			1	6	0.9%
Reprisal (Public Accommodations)			2					1		2		5	0.8%
Reprisal (Public Services)			1					1		1	1	4	0.6%
Percentage	9%	0%	31%	0%	2%	8%	1%	23%	3%	18%	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.