



Minnesota Department of  
**HUMAN RIGHTS**

February 4, 2014

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

Dear Director Lincoln:

The Minnesota Department of Human Rights (MDHR) submits its semi-annual report to the Legislature summarizing investigation results and the resolution of human rights complaints for the last six months of 2013.

**Summary:**

MDHR made significant progress in reducing its backlog of older cases during this reporting period by its efficiency investigating charges and targeting its oldest cases for investigation during the time period.

The Department closed 76 more cases than it opened and averaged closing 68 cases a month. This is the second consecutive reporting period in which the Department closed more cases than it opened. MDHR closed 270 of its oldest cases over 365 days old.

**Case Inventory:**

- There are 732 cases pending determination as of December 31, 2013. This is a 10% decrease from the previous reporting period.
- MDHR closed 409 cases and filed 333 new charges.
- The Department reduced its inventory of cases over 365 days by 9%. There were 143 cases over a year old as of December 31, 2013.
- 92% of cases filed in the last six months are open; 80% of cases are less than a year old.
  - 150 cases are less than 90 days old, 161 cases were between 91-180 days old, 161 were between 181-270 days old, 171 were between 271-365 days old and 143 were older than 365 days.
- The average investigator case load as of December 31, 2013 was 73 cases. The average investigator case load is artificially high given that the Department had one Enforcement Officer on leave of absence.

**Determination:**

- The period saw 13.21% of determinations or resolution of cases result in a favorable outcome for the claimant. The Department closed 26 cases (6.36%) with a probable cause determination, 22 cases (5.38%) were closed before a determination was issued and in 6 cases (1.47%) the Department was able to reach a settlement agreement.

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Minnesota Department of Human Rights

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- The period saw 86.79% of determinations or resolution of cases result in a favorable outcome for the respondent. The Department closed 325 cases (79.46%) with a no probable cause determination, 20 cases (4.89%) were dismissed by the Department, and 10 cases (2.44%) were withdrawn by the charging party.
- The average time to reach a determination or resolution of a case was 387 days. This represents a decrease of 39 days from the prior reporting time period.
  - The average time to reach a probable cause determination was 452 days; a decrease of 40 days from the prior reporting time period.
  - The average time to reach a no probable cause determination was 437 days, an increase of 6 days from the prior reporting time period.
  - The average time to dismiss a case was 272 days, a decrease of 82 days from the prior reporting time period.

**Alternative Dispute Resolution:**

MDHR has 76 cases that are currently in some stage of mediation. During the reporting time period, MDHR referred 46 cases (13.81%) to mediation of the 333 new charges filed and 10 cases were referred back to the Department. In comparison, MDHR referred only 29 cases in the first six months of the year.

12 mediations were scheduled by MDHR staff of which four cases reached settlement during the time period. The average time period for a case in mediation to reach settlement was 109 days.

**Trends:**

MDHR for the second consecutive six month period saw a significant number of disability employment cases filed. There were 82 employment disability cases filed in the past six months or 28.5% of all employment cases. In the prior six months, 28.2% of employment cases involve claims of disability discrimination.

Sincerely,



Kevin M. Lindsey  
Commissioner

Enclosure: Case Distribution Report

- c: Senator Ron Latz  
 Senator Warren Limmer  
 Representative Michael Paymar  
 Representative Tony Cornish  
 Representative John Lesch  
 Representative Peggy Scott  
 Joanna Dornfeld, Office of the Governor Mark Dayton

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Minnesota Department of Human Rights  
BASIS - AREA - FILING  
File Date Range: July 1, 2013 to December 31, 2013  
Total Charges Filed for Date Range: 333

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%
Business/Contract								2				2	0.4%
Education	1	1	4			3		6		1	1	17	3.6%
Employment - Employer	52		82		7	17		55	7	61	6	287	60.5%
Employment - Employment Agency						1				1		2	0.4%
Employment - Union			1							2	1	4	0.8%
Housing/Real Property			11	1	1		2	6		2		23	4.9%
Public Accommodations			15			4		13	4	1		37	7.8%
Public Services			2			2		2	3	1		10	2.1%
Reprisal (Business/Contract)								1				1	0.2%
Reprisal (Education)			2					1				3	0.6%
Reprisal (Employment)	8		22			5		18	1	19	1	74	15.6%
Reprisal (Employment - Agency)						1				2		3	0.6%
Reprisal (Housing/Real Property)			3			2		2				7	1.5%
Reprisal (Public Accommodations)			1					1				2	0.4%
Reprisal (Union)										1		1	0.2%
Percentage	13%	0%	30%	0%	2%	7%	0%	23%	3%	19%	2%		

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.