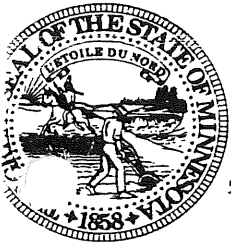


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# Minnesota Department of Human Rights

January 7, 2000

The Honorable Jane Ranum  
Minnesota Senate  
306 State Capitol  
75 Constitution Avenue  
St. Paul, MN 55155-1298

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Dear Senator Ranum:

We are pleased to submit the Minnesota Department of Human Rights (MDHR) semi annual report to the Legislature, completed pursuant to legislative directive. A report detailing the Department's activities during the period July 1, 1999 to December 31, 1999 is attached to this letter.

From January 1, 1999 – June 30, 1999, MDHR closed a total of 725 cases. On December 31, of the 757 cases needing a determination, only 5 were older than 12 months. The average caseload per enforcement officer remained low, at 22 cases per full-time equivalent.

Meeting our statutory objective to make a determination in a case within 365 days of filing while maintaining manageable case loads remains a top priority. During this reporting period, the average time from filing to a determination of no probable cause is 340 days; from filing to a probable cause determination is 367\* days minus one case reported separately for reasons explained below.

The Legislature also tasked the Department to achieve 75% of Department dismissals within six months. I am pleased to report that during this reporting period, 85% of our dismissals were accomplished within six months of the charge filed date.

From July 1, 1999 to December 31, 1999, 118 cases (approximately 21% of cases filed) were referred to ADR, spending an average of 77 days in that process. During this time period, the Office of Dispute Resolution returned 141 cases to the Department for investigation. A total of 41 cases were mediated with 22 receiving settlements through this process.

The attached reports detail our case activity during the past six months. If you have any questions or concerns, please contact my office.

Sincerely,

*Janeen E. Rosas*

Janeen E. Rosas  
Commissioner

\* The PC determination summary excludes one case in which it took 520 days to reach a determination because the Respondent repeatedly refused to respond to Department requests for information and subsequent subpoenas. The Department took the Respondent to court to require his response. The determination was issued within 14 days of receiving the court-ordered information.

AN EQUAL OPPORTUNITY EMPLOYER

# DEPARTMENT OF HUMAN RIGHTS CASE MANAGEMENT

CASE ACTIVITY	July 1, 1999 – Dec. 31, 1999	Jan. 1, 1999 – June 30, 1999	Change (Percent)
New Charges Filed	548	731	- 25%
Percentage of, above, still needing determination	75%	80%	- 6.25%
Cases Closed:	725 cases	890 cases	-18.5%
Dismissed: Lack of Merit	30%	48%	-37.5%
Dismissed: other	13%	n/a	n/a
Withdrawn	10%	12%	-17%
Closed after PC	6%	7%	-14%
Closed after NPC	38%	33%	+15%
Settlement	1%	n/a	n/a
Avg. # Days to Issue Probable Cause	367 days*	358 days	+2%
Avg. # Days to Issue No Probable Cause	340 days (296 cases)	318 days (298 cases)	+7%
Avg. # Days to Issue Dismissal	140 days	142 days	-1.4%
Percentage of DWR Dismissals w/in 6 months	85%	84%	+1%
Average Case Load Per Enforcement Officer	22	20	+10%

\*Excludes one 520-day case involving a Respondent who refused to provide information to the Department. The MDHR took the Respondent to court and a determination was issued within 14 days of receiving the court-ordered information.

Inventory of all Cases Pending, as of:	<u>Dec. 31</u>	<u>June 30</u>
Cases needing initial determination:	757	815
Probable Cause cases; conciliation/ litigation status with Attorney General:	91	190
Cases for which administrative review has been requested by party to case:	33 pending (requests: 97)	19 pending (requests: 136)

## Inventory, by Case Age (days), as of December 31, 1999 (Count and Percentage of 757-case pre-determination inventory)

1–90 days: 235 or 31%	271–365 days: 144 or 19%
91–180 days: 233 or 31%	366+: 5 or <1%
181–270 days: 140 or 18%	

## Entire Inventory, by Case Status, as of December 31, 1999

Pre-determination:	757 cases	Post-determination:	152 cases
Initial Inquiry:	292	NPC appeal period:	28
Case Screening:	62	Appeal/Reopen pending:	33
Investigation:	292	Attorney General's Office:	91
Supervisor Review:	71	Returned to Investigation from Appeal:	15
ADR Project:	40		

**DEPARTMENT OF HUMAN RIGHTS**  
**ALTERNATIVE DISPUTE RESOLUTION (ADR) PROJECT**

ADR case activity during the period July 1, 1999, through December 31, 1999:

Cases referred by Department to ADR: 118 cases (21% of those filed)

Cases returned by ADR : 141 cases (avg. # days at ADR: 77)

Mediation opportunity declined: 99 cases

Mediated; agreement reached: 22 cases (15 *additional* settlements awaiting WD\*)

Mediated; no agreement: 19 cases

Charge withdrawn/private lawsuit: 1 case  
141 cases

ADR inventory, as of 12/31/99: 40 cases

Mediated; awaiting withdrawal: 15 cases \*

Mediation in progress: 1 case

Mediation scheduling: 13 cases

Mediation being considered: 11 cases  
40 cases

Avg. case-age; entire ADR project inventory: 211 days (40 cases)

Avg. case-age; *unsettled* ADR cases, only: 166 days (25 cases)

## Base Data

DATA PAGE		Minnesota Department of Human Rights										
		BASIS - AREA - FILING										
		File Date Range: from July 1 - December 31, 1999										
Basis/Area	Aid/Abet	Contract	Credit	Education	Empl Agency	Emp/Emp	Emp/Unn	Housing	PA	PS	Repris	Total
Age	3	0	0	0	69	0	0	0	0	0	2	74
Color	4	0	0	0	16	1	1	0	2	0	0	24
Disabil	0	0	0	0	1	0	0	0	0	0	0	1
Fam Stat	7	3	3	0	143	0	1	2	4	3	6	172
Mar Stat	0	0	0	0	6	1	0	0	1	0	1	9
None	2	0	7	0	112	1	5	6	11	1	3	148
Origin	0	0	0	0	0	0	5	0	0	0	0	5
PA Stat	0	0	0	0	11	0	1	2	0	0	0	14
Race	25	0	0	0	0	0	0	0	0	100	21	146
Religion	1	0	2	0	18	0	0	0	2	16	11	50
Reprisal	0	0	4	0	42	0	4	4	5	0	1	60
Sex	0	0	0	0	1	0	3	0	0	0	0	4
Sex Ortn	0	0	13	1	91	0	16	21	30	4	10	186
Total	42	3	29	1	510	3	36	35	55	124	55	893
Total number of cases filed during time period: 548												
note: There can be more than one Area and/or Basis per charge												

Percent by Category

PERCENTAGE BY CATEGORY		Minnesota Department of Human Rights BASIS - AREA - FILING File Date Range: from July 1 - December 31, 1999										
Basis/Area	Aid/Abet	Contract	Credit	Education	pl Agenc	mp/Emp	Emp/Unn	Housing	PA	PS	Repris	Total
Age	4%	0%	0%	0%	93%	0%	0%	0%	0%	0%	3%	74
Color	0%	0%	7%	1%	49%	0%	9%	11%	16%	2%	5%	186
Disabil	17%	0%	0%	0%	67%	4%	4%	0%	8%	0%	0%	24
Fam Stat	0%	0%	0%	0%	25%	0%	75%	0%	0%	0%	0%	4
Mar Stat	2%	0%	4%	0%	36%	0%	0%	0%	4%	32%	22%	50
None	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	1
Origin	4%	2%	2%	0%	83%	0%	1%	1%	2%	2%	3%	172
PA Stat	0%	0%	0%	0%	67%	11%	0%	0%	11%	0%	11%	9
Race	1%	0%	5%	0%	76%	1%	3%	4%	7%	1%	2%	148
Religion	0%	0%	7%	0%	70%	0%	7%	7%	8%	0%	2%	60
Reprisal	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	5
Sex	0%	0%	0%	0%	79%	0%	7%	14%	0%	0%	0%	14
Sex Ortn	17%	0%	0%	0%	0%	0%	0%	0%	0%	68%	14%	146
												893

Percent by Total

<div> <div>PERCENT BY TOTAL</div> <div> Minnesota Department of Human Rights  BASIS - AREA - FILING  File Date Range: from 1/1/97 to 6/30/97 </div> </div>												
Basis/Area	Aid/Abet	Contract	Credit	Education	pl Agenc	mp/Emp	Emp/Unn	Housing	PA	PS	Repris	Total
Age	7%	0%	0%	0%	14%	0%	0%	0%	0%	0%	4%	
Color	0%	0%	45%	100%	18%	0%	44%	60%	55%	3%	18%	
Disabil	10%	0%	0%	0%	3%	33%	3%	0%	4%	0%	0%	
Fam Stat	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	0%	
Mar Stat	2%	0%	7%	0%	4%	0%	0%	0%	4%	13%	20%	
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Origin	17%	100%	10%	0%	28%	0%	3%	6%	7%	2%	11%	
PA Stat	0%	0%	0%	0%	1%	33%	0%	0%	2%	0%	2%	
Race	5%	0%	24%	0%	22%	33%	14%	17%	20%	1%	5%	
Religion	0%	0%	14%	0%	8%	0%	11%	11%	9%	0%	2%	
Reprisal	0%	0%	0%	0%	0%	0%	14%	0%	0%	0%	0%	
Sex	0%	0%	0%	0%	2%	0%	3%	6%	0%	0%	0%	
Sex Ortn	60%	0%	0%	0%	0%	0%	0%	0%	0%	81%	38%	