



000458

Minnesota Department of Human Rights

July 10, 2000

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

RECEIVED

AUG 23 2000

LEGISLATIVE REFERENCE LIBRARY
STATE OFFICE BUILDING
ST. PAUL, MN 55155

Dear Senator Ranum:

We are pleased to submit the Minnesota Department of Human Rights (MDHR) semi annual report to the Legislature. A report detailing the Department's activities during the period of January 1, 2000 to June 30, 2000, is attached to this letter.

From January 1, 2000 to June 30, 2000, MDHR closed a total of 580 cases. On June 30, of the 891 cases needing a determination, only 9 (1%) were older than 12 months. The average caseload per enforcement officer remained low, at 18 cases per full-time equivalent.

Meeting our statutory objective to make a determination in a case within one year 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 was 314 days; from filing to a probable cause determination was 288 days.

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, 88% of our dismissals were accomplished within six months of the charge filed date.

From January 1, 2000 to June 30, 2000, 43 cases (approximately 6% of the number of cases filed) were referred to ADR, spending an average of 114 days in that process. During this time period, the Office of Dispute Resolution returned 42 cases to the Department for investigation. A total of 41 cases were mediated, with 28 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,

Handwritten signature of Janeen E. Rosas in cursive.

Janeen E. Rosas
Commissioner

Copies provided to:

Governor Jesse Ventura
Chief of Staff Steven Bosacker
Senator Randy Kelly
Senator Ember Reichgott Junge
Senator David Knutson
Representative Sherry Broecker
Representative Steve Smith
Representative Loren Solberg

AN EQUAL OPPORTUNITY EMPLOYER

**DEPARTMENT OF HUMAN RIGHTS
CASE MANAGEMENT**

CASE ACTIVITY	Jan. 1, 2000 – June 30, 2000	July 1, 1999 – Dec. 31, 1999	Change (Percent)
New Charges Filed	702 charges	548 charges	+ 28%
Percentage of, above, still needing determination	90%	75%	+ 20%
Cases Closed:	580 cases	725 cases	- 20%
Dismissed: Lack of Merit	21%	30%	- 30%
Dismissed: other	18%	13%	+ 38%
Withdrawn*	5%	10%	- 50%
Closed after PC	7%	6%	+ 17%
Closed after NPC	42%	38%	+ 11%
Pre-determination Resolution*	4%	1%	+ 400%
ADR-resolved**	4%	NA	NA
Avg. # Days to Issue Probable Cause	288 days (62 cases)	367 days (43 cases)	- 22% (+ 44%)
Avg. # Days to Issue No Probable Cause	314 days (252 cases)	340 days (296 cases)	- 8% (- 15%)
Avg. # Days to Issue Dismissal	138 days	140 days	- 1%
Percentage of DWR Dismissals w/in 6 months	88%	85%	+ 4%
Average Case Load Per Enforcement Officer	18 cases	22 cases	- 18%

* Withdrawals due to satisfactory resolutions, previously reported with other types of withdrawals, now appropriately appear as "Pre-determination Resolution" data.

** ADR not included, here, in 1999 report

Inventory of all Cases Pending, as of:	<u>June 30</u>	<u>Dec. 31</u>
Cases needing initial determination:	891	757
Probable Cause cases; conciliation/ litigation status with Attorney General:	98	91
Administrative review requested by party to case:	5 cases pending (59 requests)	33 cases pending (97 requests)

Inventory, by Case Age (days), as of June 30, 2000
(Count and Percentage of 891-case pre-determination inventory)

1-90 days: 343 (38%)	271-365 days: 106 (12%)
91-180 days: 295 (33%)	366+ days: 9 (1%)
181-270 days: 138 (15%)	

Entire Inventory, by Case Status, as of June 30, 2000

Pre-determination: 891 cases	Post-determination: 156 cases
Initial Inquiry: 393	NPC appeal period: 40
Case Screening: 148	Appeal/Reopen pending: 5
Investigation: 240	Attorney General's Office: 98
Supervisor Review: 99	Returned to Investigation: 13
ADR Project: 11	(from Appeal/Reopened)

DEPARTMENT OF HUMAN RIGHTS
ALTERNATIVE DISPUTE RESOLUTION (ADR) PROJECT

ADR case activity during the period January 1, 2000, through June 30, 2000:

Cases referred by Department to ADR: 43 cases (6% of the *number* filed, regardless of filing date; screened cases, typically sent to ADR between 3 and 4 months from filing date)

(12 of the 43 cases referred have filing dates between 1/1/00 and 6/30/00 [2% of those filed])

Cases returned by ADR : 70 cases (avg. time at ADR: 114 days)

Mediation opportunity declined:	29 cases	(avg. time at ADR: 97 days)
Mediated; settlement/withdrawn:	28 cases	(avg. time at ADR: 144 days)
Mediated; no agreement:	<u>13 cases</u>	(avg. time at ADR: 83 days)
	70 cases	

ADR inventory, as of 6/30/00: 11 cases

Mediated; awaiting withdrawal:	1 case
Mediation in progress:	1 case
Mediation scheduled:	6 cases
Mediation being considered:	<u>3 cases</u>
	11 cases

Avg. case-age; entire ADR project inventory: 125 days (11 cases)

Avg. case-age; *unsettled* ADR cases, only: 128 days (10 cases)