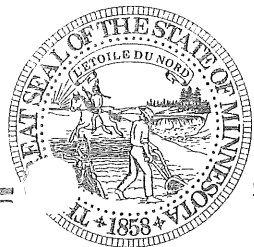


010429



Minnesota Department of Human Rights

July 10, 2001

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

Dear Senator Ranum:

The Minnesota Department of Human Rights (MDHR) submits a semi-annual report to the Legislature summarizing the results of its investigation and resolution of human rights complaints. A report detailing the Department's activities during the period of January 1, 2001 to June 30, 2001 is attached to this letter.

From January 1, 2001–June 30, 2001, MDHR closed a total of 683 cases, an increase of 10% over the previous reporting period. On June 30, of the 970 cases needing a determination, only 15 (1.5%) were older than 12 months. The average investigator caseload per enforcement officer (does not include the cases dismissed or resolved through mediation) remained low, at 25 cases per full-time equivalent.

Meeting our statutory directive to make a determination in a case within one year of filing, while maintaining manageable caseloads, remains a top priority. During this reporting period, the average time from filing to a determination of no probable cause was 328 days; from filing a probable cause determination was 365 days, including 12 split determinations where probable cause was found on one or more allegations.

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, 2001 to June 30, 2001, 84 cases (12% of the total number of cases filed) were referred to the Office of Dispute Resolution (ODR). During this time period, ODR returned 67 cases to the Department for investigation. A total of 42 cases were mediated, with 30 resulting in settlements.

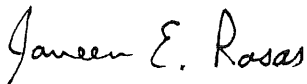
AN EQUAL OPPORTUNITY EMPLOYER

The Honorable Jane Ranum
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During the reporting period, MDHR recovered a total of \$863,235 for aggrieved charging parties. In addition, MDHR has modified its procedures to promote increased use of predetermination settlements to expedite case processing and recovery of damages. Since January 1 of this year 27 cases have been satisfactorily resolved prior to a determination. This is an increase of 33%, compared to the preceding six months; 29 cases are currently involved in 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
Commissioner

JER:pme
Attachment

c: Senator John Marty
Representative Steve Smith
Representative Rich Stanek
Legislative Reference Library

**DEPARTMENT OF HUMAN RIGHTS
CASE MANAGEMENT**

CASE ACTIVITY	Jan. 1, 2001 – June 30, 2001	July 1, 2000 – Dec. 31, 2000	Change (Percent)
New Charges Filed	709 charges	677 charges	+ 4.7%
% of, above, pending determination	85%	86%	- 1.2%
Total # Cases Closed/Disposition %	683 cases	623 cases	+ 9.6%
Dismissed: Lack of Merit	25%	27%	- 7.4%
Dismissed: other, incl. Lack of cooperation	20%	23%	- 13.0%
Withdrawn (<i>excludes</i> settled cases)	5%	5%	no change
Closed after Probable Cause (PC)	7%	7%	no change
Closed after No Probable Cause (NPC)	33%	34%	- 2.9%
Closed after split (PC/NPC determination)	1%	1%	no change
Pre-determination Resolution*	4%	3%	+ 33.0%
ADR-resolved (settled/withdrawn)	4%	3%	+ 33.0%
Avg. # Days to Issue PROBABLE CAUSE determination/Number of PCs issued	370 days (46 cases)	327 days (36 cases)	+ 13.2% (+ 28%)
Avg. # Days to issue PC/NPC (split) determination/ Number issued	346 days (12 cases)	340 days (10 cases)	+ 1.8% (+20.0 %)
Avg. # Days to Issue NPC determination Number of NPCs issued	328 days (252 cases)	308 days (246 cases)	+ 6.5% (+2.4%)
Avg. # Days to Issue Dismissal	141 days	143 days	- 1.3 %
% of DWR Dismissals within 6 months	88%	86%	+ 2.3%
Average Case Load per full-time Enforcement Officer	25 cases	26 cases	- 3.8%

* Includes predetermination settlements and non-ADR withdrawals due to satisfactory resolution.

Inventory of all Cases Pending, as of:	June 30, 2001	Dec. 31, 2000
Cases needing initial determination:	970	929
Probable Cause cases; conciliation/ litigation status with Attorney General:	75	74
Administrative review requested by party:	16 cases pending (66 requests made)	4 cases pending (71 requests made)

Inventory, by Case Age (days), as of June 30, 2001

Case count and percentage of pre-determination inventory:

1 – 90 days:	385 (40.0%)
91 – 180 days:	241 (25.0%)
181 – 270 days:	162 (16.5%)
271 – 365 days:	167 (17.0%)
366+ days:	15 (1.5%)
<u>Total:</u>	<u>970 (@100%)</u>

Entire Inventory, by Case Status, as of June 30, 2001

Pre-determination cases:	Post-determination cases:
Initial Inquiry: 385	NPC appeal period: 28
Case Screening: 157	Appeal/Reopen pending: 16
Investigation: 350	Attorney General's Office: 75
Supervisor Review: 66	Returned to Investigation
ADR Project: 12	(from Appeal/Reopened): 9
<u>Total:</u> 970	<u>Total:</u> 128

Settlements Report
Closure Date of Jan 1 to Jun 30, 2001

Summary by Settlement Type:

Settlement Type	Total(s) #'s	Total(s) \$'s
Combined CP/Atty Award	27	\$577,610.00
CP Damages Awarded	18	\$215,191.57
Other Monetary	1	\$37,800.00
Severance	1	\$22,730.00
Unspecified Lump Sum	1	\$9,904.00
Total	48	\$863,235.57

Summary by Closure Type:

Closure Type	Total(s) #'s	Total(s) \$'s
Conciliation Settlements	36	\$739,110.00
Predetermination Settlements	10	\$95,221.57
Withdrawal - Satisfactorily Adj	2	\$28,904.00
Total	48	\$863,235.57

Total number of cases with settlements: 47

DEPARTMENT OF HUMAN RIGHTS

ALTERNATIVE DISPUTE RESOLUTION (ADR) PROJECT

ADR case **activity** during the period January 1, 2001, through June 30, 2001:

Cases **referred** to ADR: 84 cases (This is 12% of the *number* of charges filed during report period.) Cases are typically sent to ADR between 3 and 4 months from their filing date, only after the answer and rebuttal are received and the case is screened for merit.

None of the 84 cases referred were actually filed with the Department during the 1/1/01--6/30/01 report period.

Cases **returned** by ADR : cases (avg. time at ADR: 98 days)

Mediation opportunity declined:	52 cases (avg. time at ADR: 30 days)
Mediation held; settlement/withdrawal:	27 cases (avg. time at ADR: 97 days)
Mediation held; no agreement:	<u>15 cases</u> (avg. time at ADR: 73 days)
	94 cases

ADR **inventory**, as of 6/30/01: 12 cases

Mediated; awaiting withdrawal:	2 cases
Mediation in progress:	1 cases
Mediation scheduled:	8 cases
Mediation being considered:	<u>1 case</u>
	12 cases

Avg. case-age; entire ADR project inventory: 306 days (12 cases)

Avg. case-age; *unsettled* ADR cases, only: 300 days (10 cases)