



Minnesota Department of
HUMAN RIGHTS

July 14, 2009

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. Documents detailing the Department's activities during the period of January 1, 2009, to June 30, 2009, are attached.

Highlights of complaint activity are as follows:

- The number of new charges filed increased 16% from the previous six-month period.
- MDHR closed 462 cases.
- The average time from filing a charge to issuing a determination of no probable cause was 308 days. The average time from filing a charge to issuing a determination of probable cause was 331 days.
- On June 30 there was 1 case in inventory older than 1 year.
- 95% of dismissals were accomplished within six months of the charge-filed date.
- The average caseload per enforcement officer during this report period remained at 23 cases per Enforcement Officer.

Highlights of alternative dispute resolution (ADR) are as follows:

- 221 cases pending determination were referred to ADR.
- Mediations were conducted for 56 cases, resulting in 27 resolutions during this report period.
- MDHR recovered \$345,510 for charging parties in total settlements.

In summary, MDHR has continued its high level of performance during the period covered by this report.

If you have any questions or concerns, please do not hesitate to contact me.

Yours truly,

A handwritten signature in black ink, appearing to read 'V. Korb'.

Velma J. Korb
Commissioner

Attachment

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MINNESOTA DEPARTMENT OF HUMAN RIGHTS

Settlement Summary		
Closure Date of January 1, 2009—June 30, 2009		
Summary by Settlement Term:	Total(s) #'s	Total(s) \$'s
Combined CP/Attorney Award	1	15,900.00
Conduct Training	9	00.00
Write/Update AA/EEO Plan	1	00.00
CP Attorney Fees	0	00.00
CP Damages Awarded	4	25,000.00
CP Mental Anguish/Suffering	1	20,000.00
Back Wages/Pay	2	27,000.00
AG Legal Fees/Court Costs	0	00.00
Implement Policy Change	6	00.00
Punitive Damages	0	00.00
Send Letter or Other Positive Reference	0	00.00
Send Letter of Apology	0	00.00
Terms Confidential	31	218,610.00
Unspecified Lump Sum	1	1,000.00
Other	2	
Rehire	1	37,500.00
Other Monetary	1	500.00
Total	60	\$345,510.00
Summary by Closure Type:		
ADR	27	218,610.00
Conciliation Settlements	25	88,400.00
Withdrawal - Satisfactorily Adjusted	6	38,500.00
Litigation	2	00.00
Predetermination Settlement	0	00.00
Total	60	\$345,510.00

**MINNESOTA DEPARTMENT OF HUMAN RIGHTS
ALTERNATIVE DISPUTE RESOLUTION (ADR) PROGRAM**

Report Period: January 1, 2009—June 30, 2009

ADR Program activity:

Number of cases referred to ADR from Enforcement Inventory: 221
(This is 42% of the *number* of charges filed during period.)

103 of the cases referred to ADR were *filed* during the January 1, through June 30, 2009, report period. (This is 20% of all charges filed during the period.*)

97% of all cases designated for investigation this report period were first referred to ADR.

ADR Case activity, 1/1/09—6/30/09:

Invitation *declined* by one or both parties;
returned to Case Processing Unit: 151 cases

Both parties *accepted* ADR invitation: 56 cases

Mediation held; resolved & closed: 27 cases (avg. of 73 days in ADR status)

Mediation held; awaiting withdrawal: 2 cases

Mediation/s held; no agreement: 20 cases

Mediation cancelled; no agreement: 3 cases

ADR inventory, as of 6/30/09:

Awaiting response to ADR invitation: 27 cases

Mediation being scheduled: 4 cases

Mediation session scheduled: 7 cases

Resolved/awaiting withdrawal: 2 cases

Total: 40 cases

* Cases are typically sent directly to ADR after the answer and rebuttal are received and the case has been screened for merit, which generally occurs between three and six months from the filing date; however, if the parties are interested, cases under investigation also may be referred to mediation.

MINNESOTA DEPARTMENT OF HUMAN RIGHTS

BASIS – AREA – FILING File Date Range: 1/1/09—6/30/09

BASIS/ AREA	Aid, Abet & Obstruct	Business	Credit	Education	Employ. Agency	Employ./ Employer	Employ./ Union	Real Property	Public Accom.	Public Services	Reprisal	Total
Age	1					70						71
Disability				9		157		9	9	3	1	188
Marital Status						7						7
None	24										137	161
National Origin				7	1	47			8	6		69
Public Assistance						2		5				7
Race			1	7	1	87	1	5	29	12		143
Religion				1		14				4		19
Reprisal											24	24
Sex	4	1		2	1	111			6	2		127
Sexual Orientation						11	1		1			13
Total	29	1	1	26	3	506	2	19	53	27	162	829

Total # of cases filed: **523**