Minnesota Department of
HUMAN RIGHTS

January 27, 2012

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.

During the past six months, the MDHR suspended the use of the Docket and Dismiss program which allowed the Commissioner to dismiss cases without conducting an investigation. The MDHR made a commitment to conduct more investigations and try to reduce the backlog of its older cases.

In the past six months, MDHR issued 170 investigation memorandums. In comparison, the MDHR issued only 68 investigation memorandums in the first six months of 2011. The average case load per investigator is currently 76 cases.

The average age of the probable cause determinations issued during the past six months was 514 days. The length of time was attributable to the commitment of the MDHR to address the backlog of its older cases.

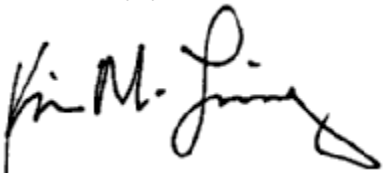
As of the end of the year, the MDHR had 705 cases pending determination; 176 cases were less than 90 days old; 124 cases were between 91-180 days old; 197 cases were between 181-270 days old; 166 cases were between 271-365 days old; and 51 cases were older than 366 days.

In the past six months, 301 charges were filed with MDHR. At the end of the year, 91% of the charges filed in the past six months remained open. Attached please find a breakdown by area and basis of the charges filed this past six months with the MDHR.

In the past six months, MDHR closed 217 cases. Specifically, 111 of the cases were closed after a no probable cause determination, 36 cases were closed after a probable cause determination, 35 were closed due to withdrawal, 21 were dismissed by the agency and in 14 cases a settlement was reached by the parties. The MDHR scheduled 26 mediations in the past six months. The average time to dismiss a case was 281 days.

In the past six months, MDHR referred 115 cases to mediation which represented 38% of the cases filed in the period. Most of these cases were referred to mediation in December as part of the effort of the MDHR to evaluate the effectiveness of its mediation process. The average length of time cases have been in the mediation process that ultimately settled during the past six months was 123 days.

Sincerely yours,



Kevin M. Lindsey
Commissioner

c: Senator Warren Limmer, Senator Ron Latz, Representative Tony Cornish, Representative Joe Mullery, Representative Torrey Westrom, Representative John Lesch, Erin Campbell, Governor Dayton's Office

Attachment: MDHR Basis – Area – Filing

Minnesota Department of Human Rights

BASIS - AREA -FILING

File Date Range: July 1, 2011 to December 31, 2011

Total Charges Filed for Date Range: 301

	BASIS											
AREA	Age	Color	Disability	Marital Status	National Origin	No Basis	Public Assistance Status	Race	Religion	Sex	Sexual Orientation	Percentage
Aiding, Abetting, or Obstructing										1		0.2%
Aiding, Abetting, or Obstructing (Employment - Employer)										1		0.2%
Aiding, Abetting, or Obstructing (Public Services)								1				0.2%
Business/Contract								2				0.4%
Education			2		1		1	4		1		2.0%
Employment - Employer	52	2	96	3	33			54	7	61	5	70.3%
Employment - Union									1			0.2%
Housing/Real Property			2		3		1	3		1		2.2%
Public Accommodations			5		2			8				3.4%
Public Services			7		1			5			1	3.1%
Reprisal (Education)								1				0.2%
Reprisal (Employment - Employer)	3		16	1	4	3		17		28	3	16.9%
Reprisal (Public Services)						1		1				0.4%
Percentage	12.4%	0.4%	28.8%	0.9%	9.9%	0.9%	0.4%	21.6%	1.8%	20.9%	2.0%	

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.