

# SOUTH DAKOTA DIVISION OF HUMAN RIGHTS

## 2004 CASELOAD STATISTICS (October 1, 2003 - September 30, 2004)

<b>BASIS</b>	<b>DUAL FILED<sup>1</sup></b>	<b>SDHRA<sup>2</sup></b>	<b>TOTAL</b>	<b>% OF TOTAL</b>
Race	15	8	23	16.40%
Color	3	0	3	2.10%
Creed	N/A	0	0	0%
Religion	0	1	1	.70%
Sex <sup>3</sup>	46	5	51	36.40%
Ancestry	N/A	2	2	1.40%
National Origin	5	2	7	5%
Disability	31	4	35	25%
Retaliation	17	1	18	13%
<b>TOTAL<sup>4</sup></b>	117	23	140	100%

<b>COVERAGE</b>	<b>DUAL FILED</b>	<b>SDHRA</b>	<b>TOTAL</b>	<b>% OF TOTAL</b>
Employment	79	7	86	88.70%
Real Property & Housing	N/A	3	3	3.10%
Public Accommodations	N/A	3	3	3.10%
Public Services	N/A	4	4	4.10%
Education	N/A	1	1	1%
<b>TOTAL<sup>5</sup></b>	79	18	97	100%

**NOTE:**

The Division received 20 complaints alleging violations of the Age Discrimination in Employment Act of 1967 and one complaint alleging a violation of the Equal Pay Act of 1963 and transferred these complaints to the Equal Employment Opportunity Commission.

**FOOTNOTES:**

<sup>1</sup> Dual filed charges fall under state law, the South Dakota Human Relations Act of 1972, SDCL chapter 20-13 (SDHRA), and federal law, Title VII of the Civil Rights Act of 1964 and Title I and Title V of the Americans with Disabilities Act of 1990. These charges are investigated by the Division.

<sup>2</sup> SDHRA charges are charges filed only under state law, the South Dakota Human Relations Act of 1972, SDCL chapter 20-13, and are investigated by the Division.

<sup>3</sup> SEX DISCRIMINATION	DUAL FILED	SDHRA	TOTAL
Gender	17	1	18
Pregnancy	11	0	11
Harassment	18	4	22
<b>TOTAL</b>	46	5	51

<sup>4</sup>Total reflects the number of basis for discrimination. In several instances more than one basis for discrimination is alleged in a single charge.

<sup>5</sup>Total reflects actual number of charges filed during the 2004 federal fiscal year.

Source: South Dakota Division of Human Rights, SD Dept. of Labor.