



## DIVISION OF HUMAN RIGHTS

### 2015 CASELOAD STATISTICS (October 1, 2014 - September 30, 2015)

<b>BASIS</b>	<b>FEDERAL <sup>1</sup></b>	<b>SDHRA <sup>2</sup></b>	<b>TOTAL</b>	<b>% OF TOTAL</b>
Race <sup>3</sup>	15	6	21	19%
Color	5	0	5	5%
Creed	N/A	0	0	0%
Religion	6	0	6	6%
Sex <sup>4</sup>	21	6	27	25%
Ancestry	N/A	0	0	0%
National Origin	5	0	5	5%
Disability	16	1	17	16%
Retaliation	25	1	26	24%
<b>TOTAL <sup>5</sup></b>	<b>93</b>	<b>14</b>	<b>107</b>	<b>100%</b>

<b>COVERAGE</b>	<b>FEDERAL</b>	<b>SDHRA</b>	<b>TOTAL</b>	<b>% OF TOTAL</b>
Employment	58 <sup>6</sup>	7	65	91%
Real Property & Housing	N/A	1	1	1.5%
Public Accommodations	N/A	3	3	4.5%
Public Services	N/A	1	1	1.5%
Education	N/A	1	1	1.5%
<b>TOTAL CHARGES FILED <sup>7</sup></b>	<b>58</b>	<b>13</b>	<b>71</b>	<b>100%</b>

**FOOTNOTES:**

<sup>1</sup> **FEDERAL** includes charges under Title VII of the Civil Rights Act of 1964 as amended, Title I of the Americans with Disabilities Act of 1990 as amended, the Age Discrimination in Employment Act of 1967, and the Equal Pay Act of 1963. Out of this section only those charges which qualify for dual filing with both EEOC and the Division are processed for investigation by the division.

<sup>2</sup> **SDHRA** includes charges under state law, the South Dakota Human Relations Act of 1972, SDCL Chapter 20-13, which are processed for investigation by the division.

<sup>3</sup> RACE DISCRIMINATION	FEDERAL	SDHRA	TOTAL
American Indian/Alaskan Native	4	4	8
Asian/Pacific Islander	0	1	1
Black	8	1	9
Hispanic [2 Federal Charges filed under National Origin]	0	0	0
White	3	0	3
<b>TOTAL</b>	15	6	21

<sup>4</sup> SEX DISCRIMINATION	FEDERAL	SDHRA	TOTAL
Gender	7	0	7
Pregnancy	4	3	7
Harassment	10	3	13
<b>TOTAL</b>	21	6	27

<sup>5</sup> **TOTAL** reflects the total number of bases for discrimination. In a number of instances more than one basis for discrimination is alleged in a single charge.

<sup>6</sup> Included in the 58 **FEDERAL** charges covering **EMPLOYMENT** the Division received 11 complaints alleging violations of the Age Discrimination in Employment Act of 1967, one complaint alleging a violation of the Equal Pay Act of 1963, and six untimely complaints. These 18 complaints were transferred to the Equal Employment Opportunity Commission for investigation.

<sup>7</sup> **TOTAL CHARGES FILED** reflects actual number of charges filed to date during the 2015 federal fiscal year to date.