### BASIS

<table>
<thead>
<tr>
<th>BASIS</th>
<th>TITLE VII</th>
<th>SDHRA</th>
<th>TOTAL</th>
<th>% OF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>13</td>
<td>3</td>
<td>16</td>
<td>13%</td>
</tr>
<tr>
<td>Color</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Creed</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0.80%</td>
</tr>
<tr>
<td>Religion</td>
<td>4</td>
<td>1</td>
<td>5</td>
<td>4.20%</td>
</tr>
<tr>
<td>Sex¹</td>
<td>42</td>
<td>9</td>
<td>51</td>
<td>43%</td>
</tr>
<tr>
<td>Ancestry</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>National Origin</td>
<td>6</td>
<td>0</td>
<td>6</td>
<td>5%</td>
</tr>
<tr>
<td>Disability</td>
<td>12</td>
<td>4</td>
<td>16</td>
<td>13%</td>
</tr>
<tr>
<td>Retaliation</td>
<td>18</td>
<td>2</td>
<td>20</td>
<td>17%</td>
</tr>
<tr>
<td>TOTAL²</td>
<td>99</td>
<td>20</td>
<td>119</td>
<td>100%</td>
</tr>
</tbody>
</table>

### COVERAGE

<table>
<thead>
<tr>
<th>COVERAGE</th>
<th>TITLE VII</th>
<th>SDHRA</th>
<th>TOTAL</th>
<th>% OF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>68</td>
<td>9</td>
<td>77</td>
<td>92%</td>
</tr>
<tr>
<td>Real Property &amp; Housing</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>6</td>
<td>6</td>
<td>7%</td>
</tr>
<tr>
<td>Public Services</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Education</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>TOTAL³</td>
<td>68</td>
<td>16</td>
<td>84</td>
<td>100%</td>
</tr>
</tbody>
</table>

### FOOTNOTES:

<table>
<thead>
<tr>
<th>¹SEX DISCRIMINATION</th>
<th>TITLE VII</th>
<th>SDHRA</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>8</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Pregnancy</td>
<td>6</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>Harassment</td>
<td>28</td>
<td>7</td>
<td>35</td>
</tr>
<tr>
<td>TOTAL</td>
<td>42</td>
<td>9</td>
<td>51</td>
</tr>
</tbody>
</table>

²Total reflects the number of basis for discrimination. In several instances more than one basis for discrimination is alleged in a single charge.

³Total reflects actual number of charges filed in FY 2003.

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