

# SOUTH DAKOTA DIVISION OF HUMAN RIGHTS

## 2012 CASELOAD STATISTICS (October 1, 2011 - September 30, 2012)

<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>	18	3	21	20%
Color	3	0	3	3%
Creed	N/A	0	0	0%
Religion	1	1	2	2%
Sex <sup>4</sup>	28	10	38	37%
Ancestry	N/A	0	0	0%
National Origin	1	0	1	1%
Disability	16	1	17	17%
Retaliation	20	1	21	20%
<b>TOTAL <sup>5</sup></b>	87	16	103	100%

<b>COVERAGE</b>	<b>FEDERAL</b>	<b>SDHRA</b>	<b>TOTAL</b>	<b>% OF TOTAL</b>
Employment	77 <sup>6</sup>	12	89	%
Real Property & Housing	N/A	0	0	0%
Public Accommodations	N/A	2	2	%
Public Services	N/A	0	0	0%
Education	N/A	0	0	0%
<b>TOTAL CHARGES FILED <sup>7</sup></b>	77	14	91	100%

## 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	3	2	5
Asian/Pacific Islander	1	0	1
Black	12		12
Hispanic	2		2
White	0	1	1
<b>TOTAL</b>	18	3	21

<sup>4</sup> SEX DISCRIMINATION	FEDERAL	SDHRA	TOTAL
Gender	14	2	16
Pregnancy	0	3	3
Harassment	14	5	19
<b>TOTAL</b>	28	10	38

<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 77 **FEDERAL** charges covering **EMPLOYMENT** the Division received 12 complaints alleging violations of the Age Discrimination in Employment Act of 1967, No complaints alleging a violation of the Equal Pay Act of 1963 and 2 untimely complaints. These 14 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 2012 federal fiscal year to date.

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