



DIVISION OF HUMAN RIGHTS

2013 CASELOAD STATISTICS (October 1, 2012 - September 30, 2013)

BASIS	FEDERAL ¹	SDHRA ²	TOTAL	% OF TOTAL
Race ³	16	2	18	15%
Color	3	1	4	3%
Creed	N/A	0	0	0%
Religion	2	0	2	1.5%
Sex ⁴	30	4	34	28.5%
Ancestry	N/A	0	0	0%
National Origin	5	1	6	5%
Disability	27	1	28	23.5%
Retaliation	26	2	28	23.5%
TOTAL ⁵	108	11	119	100%

COVERAGE	FEDERAL	SDHRA	TOTAL	% OF TOTAL
Employment	82 ⁶	6	88	98%
Real Property & Housing	N/A	1	1	1%
Public Accommodations	N/A	1	1	1%
Public Services	N/A	0	0	0%
Education	N/A	0	0	0%
TOTAL CHARGES FILED ⁷	82	8	90	100%

FOOTNOTES:

¹ **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.

² **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.

³ RACE DISCRIMINATION	FEDERAL	SDHRA	TOTAL
American Indian/Alaskan Native	4	1	5
Asian/Pacific Islander	0	0	0
Black	11		11
Hispanic	1	1	2
White	0	0	0
TOTAL	16	2	18

⁴ SEX DISCRIMINATION	FEDERAL	SDHRA	TOTAL
Gender	12	0	12
Pregnancy	8	1	9
Harassment	10	3	13
TOTAL	29	4	34

⁵ **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.

⁶ Included in the 83 **FEDERAL** charges covering **EMPLOYMENT** the division received 14 complaints alleging violations of the Age Discrimination in Employment Act of 1967, three complaints alleging a violation of the Equal Pay Act of 1963, two untimely complaints, and one non-jurisdictional complaint. These 20 complaints were transferred to the Equal Employment Opportunity Commission for investigation.

⁷ **TOTAL CHARGES FILED** reflects actual number of charges filed to date during the 2013 federal fiscal year to date.