

DIVISION OF LABOR AND MANAGEMENT

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**HUMAN RIGHTS
2018 CASELOAD STATISTICS
Oct. 1, 2017 – Sept. 30, 2018**

BASIS	FEDERAL ¹	SDHRA ²	TOTAL	% OF TOTAL
Race ³	20	0	20	16.1%
Color	16	0	16	13%
Creed	N/A	0	0	0%
Religion	10	0	10	8%
Sex ⁴	21	2	23	18.5%
Ancestry	N/A	0	0	0%
National Origin	4	0	4	3.2%
Disability	26	1	27	21.8%
Retaliation	24	0	24	19.4%
TOTAL ⁵	121	3	124	100%

COVERAGE	FEDERAL	SDHRA	TOTAL	% OF TOTAL
Employment	75 ⁶	2	77	97.5%
Real Property & Housing	N/A	0	0	0%
Public Accommodations	N/A	2	2	2.5%
Public Services	N/A	0	0	0%
Education	N/A	0	0	0%
TOTAL CHARGES FILED ⁷	75	4	79	100%

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	0	4
Asian/Pacific Islander	1	0	1
Black	9	1	10
Hispanic	0	0	0
White	5	0	5
TOTAL	19	1	20

⁴

SEX DISCRIMINATION	FEDERAL	SDHRA	TOTAL
Gender	12	0	12
Pregnancy	2	0	2
Harassment	7	2	9
TOTAL	21	2	23

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 75 **FEDERAL** charges covering **EMPLOYMENT** the Division received 19 complaints alleging violations of the Age Discrimination in Employment Act of 1967 and four untimely complaints. A total of 23 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 2018 federal fiscal year to date.