

DIVISION OF LABOR AND MANAGEMENT

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HUMAN RIGHTS
2019 CASELOAD STATISTICS
Oct. 1, 2018 – Sept. 30, 2019

BASIS	FEDERAL ¹	SDHRA ²	TOTAL	% OF TOTAL
Race ³	17	1	18	18%
Color	7	1	8	8%
Creed	N/A	0	0	0%
Religion	0	2	2	2%
Sex ⁴	14	1	15	15%
Ancestry	N/A	0	0	0%
National Origin	10	1	11	11%
Disability	20	6	26	26%
Retaliation	20	0	20	20%
TOTAL ⁵	88	12	100	100%

COVERAGE	FEDERAL	SDHRA	TOTAL	% OF TOTAL
Employment	59 ⁶	2	61	85%
Real Property & Housing	N/A	5	5	7%
Public Accommodations	N/A	3	3	4%
Public Services	N/A	3	3	4%
Education	N/A	0	0	0%
TOTAL CHARGES FILED ⁷	59	13	72	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
Black/African American	10	0	10
Native Hawaiian/Pacific Islander	0	0	0
American Indian/Alaskan Native	3	1	4
Bi-Racial/Multi-Racial	2	0	2
Asian	0	0	0
White	3	0	3
TOTAL	18	1	19

⁴

SEX DISCRIMINATION	FEDERAL	SDHRA	TOTAL
Gender	5	0	5
Pregnancy	1	0	1
Harassment	8	1	9
TOTAL	14	1	15

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 59 **FEDERAL** charges covering **EMPLOYMENT** the Division received 10 complaints alleging violations of the Age Discrimination in Employment Act of 1967 and five complaints covered by EEOC jurisdiction. A total of 15 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 2019 federal fiscal year to date.