

MINNEAPOLIS COMMISSION ON CIVIL RIGHTS
MDCR / MDHR COMPARISON TASK FORCE REPORT

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I. INTRODUCTION

At Minneapolis Mayor R.T. Rybak’s Budget Address on February 23, 2009, he proposed that the Minneapolis Department on Civil Rights (“MDCR”) Complaint Investigations Unit (“CIU”) be eliminated in 2010, and the charges of discrimination filed with the MDCR be transferred to the Minnesota Department of Human Rights (“MDHR”). Governor Pawlenty had contended that the MDHR could take over the MDCR’s complaint investigation, and that Minneapolis should actively explore that transfer option. Mayor Rybak stated that because the investigations into charges of discrimination which occurred in Minneapolis could instead be investigated by the MDHR, the MDCR CIU was a duplication of services.

On March 5, 2009, the Executive Committee of the Minneapolis Commission on Civil Rights (“MCCR”) met with Mayor Rybak to discuss his proposal. Mayor Rybak confirmed that there were “still questions to be answered, including whether the State has the capacity to take on that transfer in light of its own budget cuts.”¹ He promised the Executive Committee, “If we find that the State cannot provide that justice then we will not go ahead with the transfer. In that case, we will need to find a different way to balance the City budget.”²

¹ 3/2/09 e-mail from Mayor Rybak to Council Members, et al., re: Civil rights department and the budget. (ATTACHMENT 1).

² *Id.*

Thus, on March 16, 2009, the MCCR established three task forces to examine and to issue reports on the Mayor's proposal and its effect on providing justice for victims of civil rights violations in the City of Minneapolis: (1) MDCR / MDHR Comparison Task Force; (2) City Departments' 2009 and 2010 Budget Cuts Comparison Task Force; and (3) MDCR Investigation, Civil Review Authority, and Contract Compliance Priorities Comparison.

The MDCR / MDHR Comparison Task Force was instructed to examine whether the MDHR would be able to accommodate the additional charges from the MDCR. In addition, the Task Force was assigned to analyze whether the benefits of the legal recourse available under the Minneapolis Civil Rights Ordinance outweigh the those available under the Minnesota Human Rights Act.

II. TASK FORCE MEMBERS

Sharon Osborn, Esq. Task Force Chair, Andrew Hauer, Frances Li, Esq., John Oberreuter, Sonja Peterson, Esq.

III. MISSION STATEMENT

The Task Force will:

1. Gather information to compare the processes, remedies and benefits to parties filing a charge with the MDCR and MDHR.
2. Analyze effects of increased case load on MDHR if MDCR Investigative Unit is eliminated.
3. Prepare a report containing Task Force findings and recommendations for action, and submit Report and Recommendations to Commission by July 13, 2009.
4. Recommend a means for encouraging implementation of Task Force Recommendations.

IV. TASK FORCE PROCESS

The task force assigned members the following data gathering responsibilities:

Frances Li: Contact Minneapolis Office of the City Attorney and obtain an opinion on the legal impact of transferring charges from the MDCR to the MDHR.

Sharon Osborn & John Oberreuter: Obtain data from the MDCR and MDHR comparing the numbers of charges, processing time, case load, percentage of probable cause and no probable causes found; and percentage of probable causes brought to litigation. Obtain data from the MDCR and MDHR comparing the types of charges brought and percentage of probable cause findings for each.

Sonja Peterson: Compare services and legal recourse available through the MDCR and MDHR.

Andrew Hauer: Obtain Performance Statistics from MDCR and MDHR for 2006, 2007, and 2008, including the percentage of charges settled, and the dollar amounts collected in settlements / judgments after Probable Cause determinations.

V. TASK FORCE FINDINGS

A. LEGAL RAMIFICATIONS OF TRANSFERRING MDCR CHARGES TO MDHR

The Minnesota Human Rights Act at § 363A.07, subd. 3, provides in pertinent part:

A local commission may refer a matter under its jurisdiction to the commissioner.

The charging party has the option of filing a charge either with a local commission or the department. Notwithstanding the provisions of any ordinance or resolution to the contrary, a charge may be filed with a local commission within one year after the occurrence of the practice. **The exercise of such choice in filing a charge with one agency shall preclude the option of filing the same charge with the other agency.**

In light of this language, the task force was concerned that if a charge was transferred from the MDCR to the MDHR, it would be dismissed for lack of jurisdiction. Thus, the task force requested an opinion on this issue from the Minneapolis Office of the City Attorney. The City Attorney's Office concluded that under the MHRA language:

1. The charging party has the option to file with either the MDHR or the MDCR, but "may not cause two parallel investigations to occur by filing with both agencies;" and
2. The "MDHR is precluded from accepting the same charge that was filed previously with the MDCR by the charging party."³

Therefore, a charging party cannot file a charge before both agencies *at the same time*.⁴

Furthermore, section 363A.07, subd. 2 of the Minnesota Human Rights Act provides that the commissioner of the MDHR may refer a matter to a local commission for action, and may do so "whether or not a charge has been filed" under the MHRA. Subdivision 3 of section 363A.07, also states that a "local commission may refer a matter under its jurisdiction to the commissioner." Thus, under the Minnesota Human Rights Act, the MDHR and local commissions may refer charges before them to the other commission. The task force concluded that if the MDCR transfers its current charges to the MDHR, they should not be dismissed from the MDHR for lack of jurisdiction.

³ 4/16/09 Letter to Minneapolis Commission on Civil Rights from Assistant City Attorney Franklin Reed. (ATTACHMENTt 2).

⁴ Filing a charge of discrimination with the MDCR is not actually a *duplication* of services. It is an alternative service for Minneapolis residents and visitors.

B. COMPARISON OF CHARGE PROCESSING AND DETERMINATIONS BETWEEN MDCR AND MDHR.

The task force contacted the MDCR and the MDHR, inquiring about their annual number and types of charges, percentage of types of charges; number of probable cause findings ("PC"); PC charges dismissed; and the number of those PC charges brought to litigation before the respective court, i.e., the Minneapolis Commission on Civil Rights for MDCR PC charges, and the State Office of Administrative Hearings for MDHR PC charges.

The task force was able to collect general information about the charges filed with each agency over the last three years.⁵ ATTACHMENT 5 is a chart containing the MDCR and MDHR 2006 - 2008 records for the types of charges filed, i.e., the charging party's protected class -- race and color; creed and religion; national origin; sex (including sexual harassment); sexual orientation; disability; age; marital status; status with regard to public assistance; and familial status. The second page of ATTACHMENT 5 contains the MDCR and MDHR 2006 - 2008 records for the area of discrimination alleged in the charge, i.e., aiding and abetting; contract; education; employment (alleged discrimination by agency; employer, and union); housing; public accommodation; public services; and reprisal discrimination.

In summary, over the last three years, the **MDCR averaged 252 charges per year** and the **MDHR averaged 847 charges per year.**

Thus, **transferring charges filed with the MDCR to the MDHR will increase the State's case load an additional 30%.** No information was provided by the MDHR how it would handle this substantial increase to its case load.

Furthermore, the **MDCR annually receives a significantly larger percentage of race discrimination charges than the MDHR.** From 2006 to 2008, 53% of the charges received by the MDCR involved race discrimination claims, while only 23% of the charges filed with the MDHR involved race discrimination.⁶ Thus, the MDCR is servicing a larger percentage of people of color than the MDHR.

Likewise, the MDCR addresses a **larger percentage of public service discrimination charges than the MDHR.** In 2008, the MDCR investigated 79 public service discrimination charges (24% of its area of discrimination case load), while the MDHR only investigated 38 public service discrimination charges (3%).⁷

⁵ 7/1/09 e-mail from MDCR re: charges filed and reviewed by CIU (ATTACHMENT 3); MDHR, Basis, Area, Filing, File Date Ranges 1/1/06-12/31/06, 1/1/0-12/31/07, 1/1/08-12/31/08; MDHR Probable Cause Cases Closed in 2006, 2007, 2008 (ATTACHMENT 4).

⁶ Comparison of MDCR & MDHR Charges, 2006-2008 (ATTACHMENT 5, p. 1).

⁷ Comparison of MDCR & MDHR Charges, 2006-2008 (ATTACHMENT 5, p. 2).

C. COMPARING SERVICES & LEGAL RECOURSE OF MDCR & MDHR

MDCR

See MDCR Investigation & Determination, Adjudication Chart⁸

1. Intake; Triage (Docketed and Dismissed, Candidate for Immediate Mediation, or Immediate Investigation);
2. If Investigation chosen, draft Charge, receive Respondent's Response, receive Charging Party's Reply, request documents, interrogatory answers, interview witnesses;
3. No Probable Cause ("NPC") or Probably Cause ("PC") Determination made by Director;
4. NPC - Appeal process through Commission (Commission grants or denies oral argument if new facts presented, reviews Department file, and affirms, remands or reverses Department determination);
5. PC - Conciliation by Department, or Adjudication by Commission;
6. Adjudication by Mpls Commission on Civil Rights ("MCCR") - Pre-Hearing Conference; Mediation & Resolution, or Public Hearing w/ Panel of 3 Commissioners.

MDHR

See MDHR Case Processing: An Overview Chart⁹

1. Intake; Charge Drafted and Filed; Initial Inquiry (obtain Respondent's Response, Charging Party's Reply);
2. Screening by Department (similar to triage) for Mediation/Investigation/Dismissal;
3. If Investigation chosen, request documents, interrogatory answers, interview witnesses;
4. NPC or PC Determination made by Commissioner;
5. NPC - Appeal process through Commissioner;
6. PC - Conciliation, Dismissal, or Litigation by AG office;

⁸ Minneapolis Department of Civil Rights, *Investigation & Determination*, Minneapolis Commission on Civil Rights, *Adjudication*, Flow Chart. ATTACHMENT 6.

⁹ MDHR Case Processing: An Overview Chart, 03/98. ATTACHMENT 7.

7. Adjudication - PC charges selected by the Commissioner are litigated by the Minnesota Attorney General's office through the State Office of Administrative Hearings ("OAH").¹⁰

In conclusion, the MDCR and the MDHR process their investigations in a similar manner. However, one of the unique characteristics of bringing a charge through the MDCR rather than the MDHR, is that **if Probable Cause is found, the charging party WILL be able to proceed to litigation before the Minneapolis Commission on Civil Rights.**¹¹ If the MDHR finds probable cause and the matter is not settled through conciliation by the Attorney General's Office, only those charges selected by the MDHR will be litigated at the OAH. For example, **in 2008, the MDHR involuntarily dismissed 14 PC charges and only 3 were litigated before the OAH.**¹² However, **in 2008 the MDCR did not dismiss any PC charges, and 28 were brought before the Minneapolis Civil Rights Commission for litigation.**¹³ If the MDHR does not choose to take the unresolved PC charge to the OAH, the charging party must proceed with a private civil action in District Court, including payment of court filing fees.

Another difference between the services provided by the MDHR and the MDCR is related to appeals of No Probable Cause findings. Under the Minneapolis Civil Rights Ordinance, complainants who receive a No Probable Cause finding can appeal the finding to a three member panel of the Minneapolis Civil Rights Commission, at least one of whom must be a lawyer. Thus, the MDCR file will be independently reviewed by three members of the Commission, with the authority to affirm or reverse the decision or send the charge back to the department for additional investigation. However, under the Minnesota Human Rights Ordinance, the appeal is only conducted by the State Human Rights Commissioner.

VI. TASK FORCE RECOMMENDATIONS FOR ACTION

1. The task force recommends that the Minneapolis Civil Rights Commission inform Mayor Rybak that a comparison between the processes, remedies and benefits in filing a charge with the MDCR and MDHR shows that the **State will not be able to effectively address the 30% caseload increase which would be caused by the elimination of the MDCR CIU.**
2. The Task Force recommends that the Minneapolis Civil Rights Commissioners likewise contact their City Council Members and inform them that if they support civil rights in the City of Minneapolis, they should not eliminate nor reduce the MDCR CIU.

¹⁰ Minn. Stat. § 363A.28, subd. 6 (3).

¹¹ See Comparison of MDCR & MDHR Charges, 2006-2008 (ATTACHMENT 5).

¹² See Comparison of MDCR & MDHR Charges, 2006-2008 (ATTACHMENT 5).

¹³ See Comparison of MDCR & MDHR Charges, 2006-2008 (ATTACHMENT 5).

VII. CONCLUSIONS

Eliminating the Minneapolis Department of Civil Rights Complaint Investigation Unit and transferring all charges of discrimination occurring in Minneapolis to the State will weaken and reduce the civil rights remedies available to Minneapolis residents and visitors. Transferring the charges filed with the City of Minneapolis to the State will increase the State's workload by 30%. Yet the State will not receive additional resources to promptly investigate and address those claims of discrimination. Furthermore, the State's remedies for human rights violations are not as progressive as the recourse offered under the Minneapolis Civil Rights Ordinance. Thus, justice to Minneapolis residents and visitors will not be served if the Minneapolis Department of Civil Rights Complaint Investigation Unit is cut from the Department.

VIII. ATTACHMENTS

- ATTACHMENT 1: 3/2/09 e-mail from Mayor Rybak to Council Members, et al., re: Civil rights department and the budget
- ATTACHMENT 2: 4/16/09 Letter to Minneapolis Commission on Civil Rights from Assistant City Attorney Franklin Reed
- ATTACHMENT 3: 7/1/09 e-mail from MDCR re: charges filed and reviewed by CIU; MCCR 2006-2008 Complaint Investigation Unit Cases Filed
- ATTACHMENT 4: MDHR, Basis, Area, Filing, File Date Ranges 1/1/06-12/31/06, 1/1/0-12/31/07, 1/1/08-12/31/08; MDHR Probable Cause Cases Closed in 2006, 2007, 2008
- ATTACHMENT 5: Comparison of MDCR and MDHR Charges, Basis of Discrimination and Area of Discrimination, 2006, 2007, 2008
- ATTACHMENT 6: Minneapolis Department of Civil Rights, *Investigation & Determination*, Minneapolis Commission on Civil Rights, *Adjudication*, Flow Chart
- ATTACHMENT 7: MDHR Case Processing: An Overview, 03/98

Jordan, Michael

From: Rybak, R.T.
Sent: Monday, March 02, 2009 1:05 PM
To: Council Members; Council Staff
Cc: Mayor Users; Jordan, Michael
Subject: Civil rights department and the budget.

I wanted to clarify issues around my budget recommendations for the Civil Rights Department:

The Civil Rights Department is an important part of the City that works to ensure fair treatment for all the residents and visitors of Minneapolis – work that needs to continue. The City of Minneapolis has a strong history as a beacon for justice and equality and we will not abdicate that role for as long as I am Mayor. We continue to aim for a strong and effective Civil Rights Department.

Because of the impact of the State budget deficit on the City, every city department will be undergoing a significant reduction in order to maintain a balanced budget. The Civil Rights Department will also be part of those cuts, and because this is a relatively small department we have to be especially strategic to ensure we continue to protect the rights of people in Minneapolis in this new fiscal environment.

As I proposed in my budget speech last week, I do not believe that we should not just cut everything in the Civil Rights Department equally. That would mean that everything would be underfunded and all parts of the department would be ineffective. Instead we need to make choices to make sure the services we deliver are effective.

The Civil Rights Department currently performs three functions: the Civilian Review Authority, Contract Compliance and Complaint Investigation. All three are important functions. Two of those, the CRA and Contract Compliance, are done only by Minneapolis. Complaint investigation is also done by the State. If we have to choose the services for us to continue it should be those that are only done by the city, and are not duplicative government.

Governor Pawlenty has proposed that the State Human Right Department could take over complaint investigation and we should actively explore that transfer option, which is why I made that proposal in my budget speech last week. However I also said and still believe that there are still questions to be answered, including whether the State has the capacity to take on that transfer in light of its own budget cuts. Because of those questions I did not propose this transfer happen in 2009. The City budget does not anticipate this transfer happening until 2010, which was intended to give the city and the community the time to properly study and implement a smooth transition.

If, at the end of a transfer planning process, it is clear the citizens of Minneapolis can get the justice they deserve by using the complaint investigations process at the State, then we will move forward with a transition in 2010. If we find that the State cannot provide that justice then we will not go ahead with the transfer. In that case, we will need to find a different way to balance the City budget.

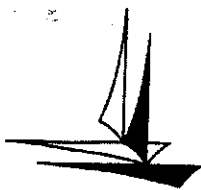
Because this transition to the state is not proposed until 2010, a final decision does not need to be made until I present my 2010 budget later this summer. Before then I am open to input and a process that could explore other options, knowing that any alternative would also require us to make other budget cuts in Civil Rights that are required of every other City department because of the state cuts.

ATTACHMENT

1

Transferring complaint investigation to the State is not an action I would have proposed if not for the critical budget challenges we face, but doing so will allow us to continue to provide the services our citizens need in the remaining areas of civil rights protection. It will also allow us to provide additional needed focus on contract compliance and inclusion that will be critical as we ensure job and business growth for all our residents and communities, including businesses owned by underserved populations.

I am especially focused on ensuring that the State budget cuts hitting Minneapolis do not slow the progress our Civil Rights Department has made on critical inclusion issues like oversight of contractor compliance to our employment and Small and Underutilized Business Program goals. The implementation of these goals on all city departments includes planning for a city government apprenticeship program to establish a career path for underserved populations and put more people to work. In these tough economic times, it is essential that we remain focused on job creation and business growth.



Minneapolis
City of Lakes

Office of the City Attorney
Susan L. Segal
City Attorney

April 16, 2009

333 South 7th Street – Suite 300
Minneapolis, MN 55402-2453

| | | |
|-----------------------|-----|----------|
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| Civil Division Fax | 612 | 673-3362 |
| Criminal Division Fax | 612 | 673-2189 |
| CPED Fax | 612 | 673-5112 |
| TTY | 612 | 673-2157 |

Minneapolis Commission on Civil Rights

Frances Li

City Hall, Rm. 239

350 S. 5th Street

Minneapolis, MN 55415

Dear Ms. Li,

On April 10, 2009, you asked whether the Minnesota Department of Human Rights (MDHR) is precluded from accepting a Charge of Discrimination (Charge) where the same was previously filed with the Minneapolis Department of Civil Rights (MDCR). The answer to your question begins at the point where an individual chooses to file the Charge. Minnesota Statutes § 363A.07, subd. 3, states that “the charging party has the option of filing a charge either with a local commission or the department.” Thus, a Charge filed with both is improper.¹ This issue is also addressed within the language of Minnesota Statutes § 363A.07, subd. 3. The statute maintains that the “choice in filing a charge with one agency shall preclude the option of filing the same charge with the other agency.” The statute precludes any subsequent filings by an individual of the same charge.

The language within Minn. Stat. § 363A.07, subd. 3, establishes that: first the charging party may not cause two parallel investigations to occur by filing with both agencies; and second,

¹See *Lewis ex. rel. Welles v. Metropolitan Transit Com'n*, 320 N.W.2d 426, 429 (Minn. 1982) (Stating that the Minnesota Human Right Act permits that a charge of discrimination may be brought by either the MDHR or a local commission).



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Affirmative Action Employer

ATTACHMENT
2

April 16, 2009

Page 2

any subsequent filing is precluded. Thus, the MDHR is precluded from accepting the same charge that was filed previously with the MDCR by the charging party.²

Should you have any questions or concerns please feel free to contact me at 612-673-3919.

Yours very truly

s/Franklin Reed

FRANKLIN REED
Assistant City Attorney
(612) 673-3919

FER:fer\PM07-24778

² Please note that both the local commission as well as the Department have the authority to refer a Charge to the other at any time in the process. See Minn. Stat. § 363A.07, subds. 2 and 3.

Sonja Peterson

From: Sharon Osborn [sosbornlaw@msn.com]
Sent: Wednesday, July 01, 2009 8:20 PM
To: speterson@dunnwald.com
Subject: FW: Your Requested Information
Attachments: Compliant Investigations Unit Data.pdf

Hi Sonja. Here is the info from MPLS.

SRO

Sharon R. Osborn
Attorney at Law
OSBORN LAW OFFICE LLC
Minneapolis, MN 55417
P: 612.722.8888
F: 612.722.8889
www.sosbornlaw.com

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Subject: Your Requested Information
Date: Wed, 1 Jul 2009 17:38:27 -0500
From: Michael.Andrews@ci.minneapolis.mn.us
To: sosbornlaw@msn.com
CC: Ronald.Brandon@ci.minneapolis.mn.us

Ms. Osborn:

On Wednesday, June 24, 2009, you requested data regarding the number of cases filed and reviewed by the Complaint Investigations Unit.

Your requested data is attached.

If you have any questions, please let me know.

Michael Andrews
Complaint Investigations Officer
Minneapolis Department of Civil Rights
612 673 5462

Lauren found her dream laptop. [Find the PC that's right for you.](#)

ATTACHMENT
3

7/2/2009

2006 CHARGES - BASIS OF DISCRIMINATION

| * | Race Color | Religion Creed | Nat'l Origin | Sex | Sexual Orientation | Disability | Age | Marital Status | Public Assistance Status | Familial Status |
|--|--------------------------------------|------------------------------------|-------------------------------------|------------------------------------|------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| MDCR Total: % 226 PC MCRC lit. | NPC-44 PC-17 S-1 W-0 D-0 | NPC-2 PC-0 S-0 W-0 D-0 | NPC-12 PC-3 S-0 W-0 D-0 | NPC-6 PC-4 S-0 W-0 D-0 | NPC-1 PC-0 S-0 W-0 D-0 | NPC-15 PC-0 S-0 W-0 D-0 | NPC-4 PC-0 S-0 W-0 D-0 | NPC-1 PC-0 S-0 W-0 D-0 | NPC-1 PC-0 S-0 W-0 D-0 | NPC-1 PC-0 S-0 W-0 D-0 |
| MDHR Total: 863 % PC AG lit. | 239 18% | 24 21% | 104 8% | 223 17% | 31 2% | 304 23% | 125 10% | 25 2% | 9 1% | 1 0% |

2007 CHARGES - BASIS OF DISCRIMINATION

| * | Race Color | Religion Creed | Nat'l Origin | Sex | Sexual Orientation | Disability | Age | Marital Status | Public Assistance Status | Familial Status |
|--|--------------------------------------|------------------------------------|-------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| MDCR Total: % 233 PC MCRC lit. | NPC-44 PC-14 S-3 W-1 D-3 | NPC-5 PC-0 S-0 W-0 D-0 | NPC-15 PC-3 S-1 W-0 D-0 | NPC-25 PC-5 S-0 W-0 D-0 | NPC-2 PC-2 S-0 W-0 D-1 | NPC-18 PC-2 S-0 W-0 D-1 | NPC-6 PC-2 S-1 W-0 D-0 | NPC-2 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 |
| MDHR Total: 811 % PC AG lit. | 246 20% | 17 1% | 98 8% | 182 15% | 26 2% | 291 24% | 121 10% | 19 2% | 4 0% | 1 0% |

2008 CHARGES - BASIS OF DISCRIMINATION

| * | Race Color | Religion Creed | Nat'l Origin | Sex | Sexual Orientation | Disability | Age | Marital Status | Public Assistance Status | Familial Status |
|--|--|------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| MDCR Total: % 296 PC MCRC lit. | NPC-66 PC-24 S-11 W-9 D-20 | NPC-4 PC-1 S-3 W-0 D-3 | NPC-15 PC-2 S-4 W-2 D-22 | NPC-10 PC-0 S-0 W-0 D-5 | NPC-1 PC-0 S-0 W-0 D-1 | NPC-18 PC-0 S-0 W-0 D-1 | NPC-12 PC-0 S-1 W-1 D-4 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-1 |
| MDHR Total: 867 % PC AG lit. | 236 17% | 36 3% | 84 6% | 234 17% | 30 2% | 288 21% | 145 11% | 31 2% | 5 0% | 2 0% |

* Minneapolis Department of Civil Rights / Minnesota Department of Civil Rights Charges

Totals / Percentage / Probable Cause / Mpls Civil Rights Commission or MN Attorney General Office Litigation

S = settlement W = withdrawl D = dismiss

2006 CHARGES - AREA OF DISCRIMINATION

| * | Aid & Abet | Contract | Education | Employment / Agency | Employment / Employer | Employment / Union | Housing | Public Accommodation | Public Services | Reprisal |
|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|-------------------------------------|-------------------------------------|
| MDCR Total: % PC MCRC lit. | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-57 PC-7 S-0 W-1 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-5 PC-0 S-0 W-0 D-0 | NPC-6 PC-4 S-0 W-0 D-0 | NPC-9 PC-10 S-0 W-0 D-0 | NPC-10 PC-4 S-0 W-0 D-0 |
| MDHR Total: % PC AG lit. | 37 3% | 8 1% | 29 2% | 9 1% | 910 69% | 7 1% | 42 3% | 42 3% | 39 3% | 191 15% |

2007 CHARGES - AREA OF DISCRIMINATION

| * | Aid & Abet | Contract | Education | Employment / Agency | Employment / Employer | Employment / Union | Housing | Public Accommodation | Public Services | Reprisal |
|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|--------------------------------------|------------------------------------|------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|
| MDCR Total: % PC MCRC lit. | NPC-0 PC-0 S-0 W-0 D-0 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-1 PC-0 S-0 W-0 D-1 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-70 PC-16 S-6 W-5 D-2 | NPC-1 PC-0 S-0 W-0 D-0 | NPC-6 PC-0 S-0 W-0 D-1 | NPC-11 PC-3 S-0 W-0 D-2 | NPC-7 PC-5 S-0 W-0 D-0 | NPC-14 PC-3 S-0 W-0 D-0 |
| MDHR Total: % PC AG lit. | 29 2% | 13 1% | 18 1% | 6 0% | 810 66% | 5 0% | 37 3% | 63 5% | 50 4% | 198 16% |

2008 CHARGES - AREA OF DISCRIMINATION

| * | Aid & Abet | Contract | Education | Employment / Agency | Employment / Employer | Employment / Union | Housing | Public Accommodation | Public Services | Reprisal |
|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|--|------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| MDCR Total: % PC MCRC lit. | NPC-0 PC-0 S-0 W-0 D-2 | NPC-0 PC-0 S-0 W-0 D-3 | NPC-0 PC-0 S-1 W-0 D-1 | NPC-0 PC-0 S-0 W-0 D-0 | NPC-97 PC-15 S-13 W-8 D-25 | NPC-2 PC-6 S-0 W-0 D-1 | NPC-0 PC-0 S-2 W-0 D-10 | NPC-2 PC-3 S-1 W-0 D-16 | NPC-6 PC-3 S-2 W-2 D-37 | NPC-20 PC-5 S-3 W-0 D-11 |
| MDHR Total: % PC AG lit. | 46 3% | 9 1% | 23 2% | 5 0% | 857 62% | 18 1% | 68 5% | 60 4% | 38 3% | 249 18% |

* Minneapolis Department of Civil Rights / Minnesota Department of Civil Rights Charges
Totals / Percentage / Probable Cause / Mpls Civil Rights Commission or MN Attorney General Office Litigation

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| Isariqə Reprisa |
| 0829 |
| 4254 |
| 2445 |

| | Race Color | Religion Creed | Nat'l Origin | Sex | Sexual Orient. | Disability | Age | Marital Status | Public Assist. | Familial Status. |
|------|------------|----------------|--------------|-----|----------------|------------|-----|----------------|----------------|------------------|
| 2006 | 143 | 5 | 37 | 26 | 7 | 48 | 35 | 3 | 1 | 1 |
| 2007 | 158 | 9 | 24 | 29 | 0 | 47 | 18 | 0 | 0 | 2 |
| 2008 | 223 | 12 | 38 | 40 | 1 | 47 | 27 | 0 | 1 | 2 |

| | Aid & Abet | Contract | Education | Employ. Agent | Employ. Employer | Employ. Union | Housing | Pub. Acc. | Public Service | Reprisal |
|------|------------|----------|-----------|---------------|------------------|---------------|---------|-----------|----------------|----------|
| 2006 | 3 | 2 | 2 | 0 | 138 | 4 | 13 | 31 | 38 | 29 |
| 2007 | 0 | 1 | 1 | 0 | 168 | 1 | 14 | 14 | 33 | 54 |
| 2008 | 2 | 2 | 2 | 0 | 159 | 1 | 14 | 31 | 79 | 45 |

m d c l

2006-2008 Complaint Investigations Unit Cases Filed

Minnesota Department of Human Rights

BASIS - AREA - FILING

File Date Range: January 1, 2006 to December 31, 2006

Total Charges Filed for Date Range: 863

| Basis | Area | | | | | | | | | | | Total |
|--------------------------|-------------------|----------|-----------|-------------------|---------------------|------------------|-----------|----------------------|-----------------|------------|--|-------------|
| | Aiding & Abetting | Contract | Education | Employment/Agency | Employment/Employer | Employment/Union | Housing | Public Accommodation | Public Services | Reprisal | | |
| Age | 0 | 0 | 2 | 1 | 122 | 0 | 0 | 0 | 0 | 0 | | 125 |
| Color | 0 | 0 | 0 | 0 | 9 | 1 | 0 | 1 | 0 | 0 | | 11 |
| Creed | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | 2 |
| Disability | 1 | 2 | 10 | 2 | 255 | 1 | 8 | 9 | 15 | 1 | | 304 |
| Familial Status | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | 1 |
| Marital Status | 0 | 0 | 0 | 1 | 22 | 0 | 2 | 0 | 0 | 0 | | 25 |
| None | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 161 | | 188 |
| National Origin | 1 | 0 | 2 | 1 | 89 | 1 | 1 | 4 | 4 | 1 | | 104 |
| Public Assistance Status | 0 | 0 | 0 | 0 | 2 | 0 | 7 | 0 | 0 | 0 | | 9 |
| Race | 1 | 3 | 12 | 1 | 156 | 3 | 9 | 26 | 16 | 1 | | 228 |
| Religion | 0 | 0 | 1 | 0 | 17 | 0 | 2 | 0 | 2 | 0 | | 22 |
| Reprisal | 1 | 0 | 0 | 0 | 20 | 0 | 0 | 0 | 0 | 20 | | 41 |
| Sex | 6 | 2 | 1 | 2 | 190 | 1 | 11 | 1 | 2 | 7 | | 223 |
| Sexual Orientation | 0 | 1 | 0 | 1 | 27 | 0 | 1 | 1 | 0 | 0 | | 31 |
| Total | 37 | 8 | 29 | 9 | 910 | 7 | 42 | 42 | 39 | 191 | | 1314 |

Percent by Category

| | | | | | | | | | | | | |
|--------------------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|------------|--|--|
| Age | 0% | 0% | 2% | 1% | 98% | 0% | 0% | 0% | 0% | 0% | | |
| Color | 0% | 0% | 0% | 0% | 82% | 9% | 0% | 9% | 0% | 0% | | |
| Creed | 0% | 0% | 50% | 0% | 50% | 0% | 0% | 0% | 0% | 0% | | |
| Disability | 0% | 1% | 3% | 1% | 84% | 0% | 3% | 3% | 5% | 0% | | |
| Familial Status | 0% | 0% | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | | |
| Marital Status | 0% | 0% | 0% | 4% | 88% | 0% | 8% | 0% | 0% | 0% | | |
| None | 14% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 86% | | |
| National Origin | 1% | 0% | 2% | 1% | 86% | 1% | 1% | 4% | 4% | 1% | | |
| Public Assistance Status | 0% | 0% | 0% | 0% | 22% | 0% | 78% | 0% | 0% | 0% | | |
| Race | 0% | 1% | 5% | 0% | 68% | 1% | 4% | 11% | 7% | 0% | | |
| Religion | 0% | 0% | 5% | 0% | 77% | 0% | 9% | 0% | 9% | 0% | | |
| Reprisal | 2% | 0% | 0% | 0% | 49% | 0% | 0% | 0% | 0% | 49% | | |
| Sex | 3% | 1% | 0% | 1% | 85% | 0% | 5% | 0% | 1% | 3% | | |
| Sexual Orientation | 0% | 3% | 0% | 3% | 87% | 0% | 3% | 3% | 0% | 0% | | |
| Total | 3% | 1% | 2% | 1% | 69% | 1% | 3% | 3% | 3% | 15% | | |

Percent by Total

| | | | | | | | | | | | | |
|--------------------------|----|----|----|----|-----|----|----|----|----|-----|--|-----|
| Age | 0% | 0% | 0% | 0% | 9% | 0% | 0% | 0% | 0% | 0% | | 10% |
| Color | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | | 1% |
| Creed | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | | 0% |
| Disability | 0% | 0% | 1% | 0% | 19% | 0% | 1% | 1% | 1% | 0% | | 23% |
| Familial Status | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | | 0% |
| Marital Status | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | | 2% |
| None | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 12% | | 14% |
| National Origin | 0% | 0% | 0% | 0% | 7% | 0% | 0% | 0% | 0% | 0% | | 8% |
| Public Assistance Status | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | | 1% |
| Race | 0% | 0% | 1% | 0% | 12% | 0% | 1% | 2% | 1% | 0% | | 17% |
| Religion | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | | 2% |
| Reprisal | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 2% | | 3% |
| Sex | 0% | 0% | 0% | 0% | 14% | 0% | 1% | 0% | 0% | 1% | | 17% |
| Sexual Orientation | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | | 2% |

Note: There can be more than one Area and/or Basis per charge filed.

"None" covers other types of reprisal per MDRH Communications Director

Minnesota Department of Human Rights

BASIS - AREA - FILING

File Date Range: January 1, 2008 to December 31, 2008

Total Charges Filed for Date Range: 867

| Basis | Area | | | | | | | | | | | |
|--------------------------|-------------------|----------|-----------|-------------------|---------------------|------------------|-----------|----------------------|-----------------|------------|--|-------------|
| | Aiding & Abetting | Contract | Education | Employment Agency | Employment/Employer | Employment/Union | Housing | Public Accommodation | Public Services | Reprisal | | |
| Age | 0 | 0 | 2 | 0 | 141 | 2 | 0 | 0 | 0 | 0 | | 145 |
| Color | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | 1 |
| Disability | 1 | 1 | 5 | 3 | 220 | 9 | 21 | 14 | 14 | 0 | | 288 |
| Familial Status | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | | 2 |
| Marital Status | 0 | 0 | 1 | 0 | 24 | 1 | 5 | 0 | 0 | 0 | | 31 |
| None | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 208 | | 244 |
| National Origin | 0 | 1 | 1 | 0 | 63 | 2 | 7 | 8 | 2 | 0 | | 84 |
| Public Assistance Status | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | | 5 |
| Race | 0 | 4 | 7 | 2 | 151 | 3 | 17 | 32 | 17 | 2 | | 235 |
| Religion | 0 | 0 | 0 | 0 | 30 | 0 | 3 | 1 | 2 | 0 | | 36 |
| Reprisal | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 37 | | 38 |
| Sex | 9 | 3 | 5 | 0 | 200 | 1 | 8 | 4 | 2 | 2 | | 234 |
| Sexual Orientation | 0 | 0 | 2 | 0 | 24 | 0 | 2 | 1 | 1 | 0 | | 30 |
| Total | 46 | 9 | 23 | 5 | 857 | 18 | 68 | 60 | 38 | 249 | | 1373 |

Percent by Category

| | | | | | | | | | | | | |
|--------------------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|------------|-----------|--|
| Age | 0% | 0% | 1% | 0% | 97% | 1% | 0% | 0% | 0% | 0% | 0% | |
| Color | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | |
| Disability | 0% | 0% | 2% | 1% | 76% | 3% | 7% | 5% | 5% | 0% | 0% | |
| Familial Status | 0% | 0% | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | |
| Marital Status | 0% | 0% | 3% | 0% | 77% | 3% | 16% | 0% | 0% | 0% | 0% | |
| None | 15% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 85% | 0% | |
| National Origin | 0% | 1% | 1% | 0% | 75% | 2% | 8% | 10% | 2% | 0% | 0% | |
| Public Assistance Status | 0% | 0% | 0% | 0% | 40% | 0% | 60% | 0% | 0% | 0% | 0% | |
| Race | 0% | 2% | 3% | 1% | 64% | 1% | 7% | 14% | 7% | 1% | 0% | |
| Religion | 0% | 0% | 0% | 0% | 83% | 0% | 8% | 3% | 6% | 0% | 0% | |
| Reprisal | 0% | 0% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 97% | 0% | |
| Sex | 4% | 1% | 2% | 0% | 85% | 0% | 3% | 2% | 1% | 1% | 0% | |
| Sexual Orientation | 0% | 0% | 7% | 0% | 80% | 0% | 7% | 3% | 3% | 0% | 0% | |
| Total | 3% | 1% | 2% | 0% | 62% | 1% | 5% | 4% | 3% | 18% | 0% | |

Percent by Total

| | | | | | | | | | | | | |
|--------------------------|----|----|----|----|-----|----|----|----|----|-----|----|-----|
| Age | 0% | 0% | 0% | 0% | 10% | 0% | 0% | 0% | 0% | 0% | 0% | 11% |
| Color | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Disability | 0% | 0% | 0% | 0% | 16% | 1% | 2% | 1% | 1% | 0% | 0% | 21% |
| Familial Status | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Marital Status | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 2% |
| None | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 15% | 0% | 18% |
| National Origin | 0% | 0% | 0% | 0% | 5% | 0% | 1% | 1% | 0% | 0% | 0% | 6% |
| Public Assistance Status | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Race | 0% | 0% | 1% | 0% | 11% | 0% | 1% | 2% | 1% | 0% | 0% | 17% |
| Religion | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 3% |
| Reprisal | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 3% | 0% | 3% |
| Sex | 1% | 0% | 0% | 0% | 15% | 0% | 1% | 0% | 0% | 0% | 0% | 17% |
| Sexual Orientation | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 2% |

Note: There can be more than one Area and/or Basis per charge filed.

MDHR Probable Cause Cases Closed in 2006, 2007, 2008

| Area | Closed in 2006 |
|----------------------------------|------------------------|
| Aiding, Abetting, or Obstructing | 5 |
| Employment - Employer | 80 |
| Housing/Real Property | 21 |
| Public Accommodations | 2 |
| Public Services | 6 |
| Reprisal | 15 |
| Basis | |
| Age | 5 |
| Disability | 27 |
| Familial Status | 1 |
| Marital Status | 1 |
| National Origin | 20 |
| No Basis | 16 |
| Race | 15 |
| Religion | 2 |
| Reprisal | 3 |
| Sex | 38 |
| Sexual Orientation | 1 |
| Outcome | |
| Conciliation Settlement - AG | 63 |
| DIS - During Concl/Lit | 5 |
| WD PRA - During Concl/Lit | 9 |
| Grand Total | 77 |
| Total Settlement \$'s | \$ 1,167,168.00 |

DIS - Dismissed
 WD - Withdrawn
 PRA - Private Right of Action
 SA - Subpoena Ad Testem

| Area | Closed in 2007 |
|----------------------------------|----------------------|
| Aiding, Abetting, or Obstructing | 11 |
| Employment - Employer | 49 |
| Employment - Employment Agency | 1 |
| Housing/Real Property | 5 |
| Public Accommodations | 2 |
| Public Services | 2 |
| Reprisal | 21 |
| Basis | |
| Age | 3 |
| Disability | 21 |
| Marital Status | 3 |
| National Origin | 3 |
| No Basis | 24 |
| Public Assistance Status | 1 |
| Race | 5 |
| Religion | 2 |
| Reprisal | 1 |
| Sex | 26 |
| Sexual Orientation | 2 |
| Outcome | |
| Concl Settlement Split - AG | 3 |
| Conciliation Settlement - AG | 15 |
| DIS - During Concl/Lit | 8 |
| DIS - During Concl/Lit Split | 3 |
| Settled During Litigation | 11 |
| W/Other - During Concl/Lit | 2 |
| WD PRA - During Concl/Lit | 10 |
| WD PRA During Con/Lit Split | 2 |
| WD SA - During Concl/Lit | 2 |
| WD SA During Con/Lit Split | 1 |
| Grand Total | 57 |
| Total Settlement \$'s | \$ 767,803.34 |

| Area | Closed in 2008 |
|----------------------------------|----------------------|
| Aiding, Abetting, or Obstructing | 6 |
| Business/Contract | 1 |
| Education | 3 |
| Employment - Employer | 76 |
| Employment - Employment Agency | 2 |
| Housing/Real Property | 12 |
| Public Accommodations | 10 |
| Public Services | 6 |
| Reprisal | 16 |
| Basis | |
| Age | 5 |
| Disability | 43 |
| Familial Status | 1 |
| Marital Status | 4 |
| National Origin | 6 |
| No Basis | 16 |
| Public Assistance Status | 2 |
| Race | 18 |
| Religion | 1 |
| Reprisal | 5 |
| Sex | 28 |
| Sexual Orientation | 3 |
| Outcome | |
| All Decision | 3 |
| Concl Settlement Split - AG | 2 |
| Conciliation Settlement - AG | 32 |
| DIS - During Concl/Lit | 11 |
| DIS - During Concl/Lit Split | 3 |
| Settled During Litigation | 4 |
| WD PRA - During Concl/Lit | 26 |
| WD PRA During Con/Lit Split | 5 |
| WD SA - During Concl/Lit | 4 |
| WD SA During Con/Lit Split | 1 |
| Grand Total | 91 |
| Total Settlement \$'s | \$ 534,362.17 |

Note: There can be more than one Area and/or Basis per charge filed

"No basis" covers other types of reprisals per MDHR Commission's Direction

ATTACHMENT 5 - COMPARISON OF MD CR AND MD HR CHARGES, 2006-2008

2006 CHARGES - BASIS OF DISCRIMINATION

| | Race | Religion | Nat'l Origin | Sex | Sexual Orientation | Disability | Age | Marital Status | Public Assistance Status | Familial Status |
|-----------------|------|----------|--------------|-----|--------------------|------------|-----|----------------|--------------------------|-----------------|
| MD CR Chgs: 226 | 143 | 5 | 37 | 26 | 7 | 48 | 35 | 2 | 1 | 1 |
| % Total Basis | 47% | 1% | 12% | 9% | 2% | 16% | 11% | 0% | 0% | 0% |
| PC: 24 (11%) | 17 | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| PC DIS: 0 | | | | | | | | | | |
| MCCR LIT: 17 | | | | | | | | | | |
| MD HR Chgs: 863 | 239 | 24 | 104 | 223 | 31 | 304 | 125 | 25 | 9 | 1 |
| % Total Chgs | 22% | 2% | 10% | 21% | 3% | 28% | 12% | 2% | 1% | 0% |
| PC: 110 (12%) | 15 | 2 | 20 | 38 | 1 | 27 | 5 | 1 | 0 | 1 |
| PC DIS: 5 | | | | | | | | | | |
| OAH LIT: 0 | | | | | | | | | | |

2007 CHARGES - BASIS OF DISCRIMINATION

| | Race | Religion | Nat'l Origin | Sex | Sexual Orientation | Disability | Age | Marital Status | Public Assistance Status | Familial Status |
|-----------------|------|----------|--------------|-----|--------------------|------------|-----|----------------|--------------------------|-----------------|
| MD CR Chgs: 233 | 158 | 9 | 24 | 29 | 0 | 47 | 18 | 0 | 0 | 2 |
| % Total Basis | 55% | 3% | 8% | 29% | 0% | 16% | 6% | 0% | 0% | 1% |
| PC: 28 (12%) | 14 | 0 | 3 | 5 | 2 | 2 | 2 | 0 | 0 | 0 |
| PC DIS: 0 | | | | | | | | | | |
| MCCR LIT: 25 | | | | | | | | | | |
| MD HR Chgs: 811 | 246 | 17 | 98 | 182 | 26 | 291 | 121 | 19 | 4 | 1 |
| % Total Basis | 24% | 2% | 10% | 18% | 3% | 29% | 12% | 2% | 0% | 0% |
| PC: 66 (8%) | 5 | 2 | 3 | 26 | 2 | 21 | 3 | 3 | 1 | 0 |
| PC DIS: 11 | | | | | | | | | | |
| OAH LIT: 0 | | | | | | | | | | |

2008 CHARGES - BASIS OF DISCRIMINATION

| | Race | Religion | Nat'l Origin | Sex | Sexual Orientation | Disability | Age | Marital Status | Public Assistance Status | Familial Status |
|-----------------|------|----------|--------------|-----|--------------------|------------|-----|----------------|--------------------------|-----------------|
| MD CR Chgs: 296 | 223 | 12 | 38 | 40 | 1 | 47 | 27 | 0 | 1 | 2 |
| % Total Basis | 57% | 3% | 10% | 10% | 0% | 12% | 7% | 0% | 0% | 1% |
| PC: 27 (9%) | 24 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PC DIS: 0 | | | | | | | | | | |
| MCCR LIT: 28 | | | | | | | | | | |
| MD HR Chgs: 867 | 236 | 36 | 84 | 234 | 30 | 288 | 145 | 31 | 5 | 2 |
| % Total Basis | 22% | 3% | 8% | 21% | 3% | 26% | 13% | 3% | 0% | 0% |
| PC: 111 (12%) | 18 | 1 | 6 | 28 | 3 | 43 | 5 | 4 | 2 | 1 |
| PC DIS: 14 | | | | | | | | | | |
| OAH LIT: 3 | | | | | | | | | | |

* Annual Total Charges / Total Basis / Percentage Total Basis / Probable Cause / Probable Cause Dismissed / Mpls Civil Rights Commission or MN Office of Administrative Hearings Litigation. NOTE: THERE CAN BE MORE THAN ONE BASIS PER CHARGE FILED.

2006 CHARGES - AREA OF DISCRIMINATION

| * Aid & Abet | Contract | Education | Employment / Agency | Employment / Employer | Employment / Union | House-keeping | Public Accommodation | Public Services | Reprisal |
|---------------|--|-----------|---------------------|-----------------------|--------------------|---------------|----------------------|-----------------|----------|
| MDCR: 226 | Total Area: 260 PC DIS: 0 PC: 25 (10%) | 3 | 2 | 0 | 4 | 13 | 31 | 38 | 29 |
| % Total Area | 1% | 1% | 0% | 53% | 2% | 5% | 12% | 15% | 11% |
| TD Area: 1314 | 8 | 29 | 9 | 910 | 7 | 42 | 42 | 39 | 191 |
| % Total Area | 3% | 1% | 1% | 69% | 1% | 3% | 3% | 3% | 15% |
| PC DIS: 5 | 5 | 0 | 0 | 80 | 0 | 21 | 2 | 6 | 15 |
| PC: 129 (10%) | | | | | | | | | |
| MDHR: 863 | | | | | | | | | |
| OAH LIT: 0 | | | | | | | | | |

2007 CHARGES - AREA OF DISCRIMINATION

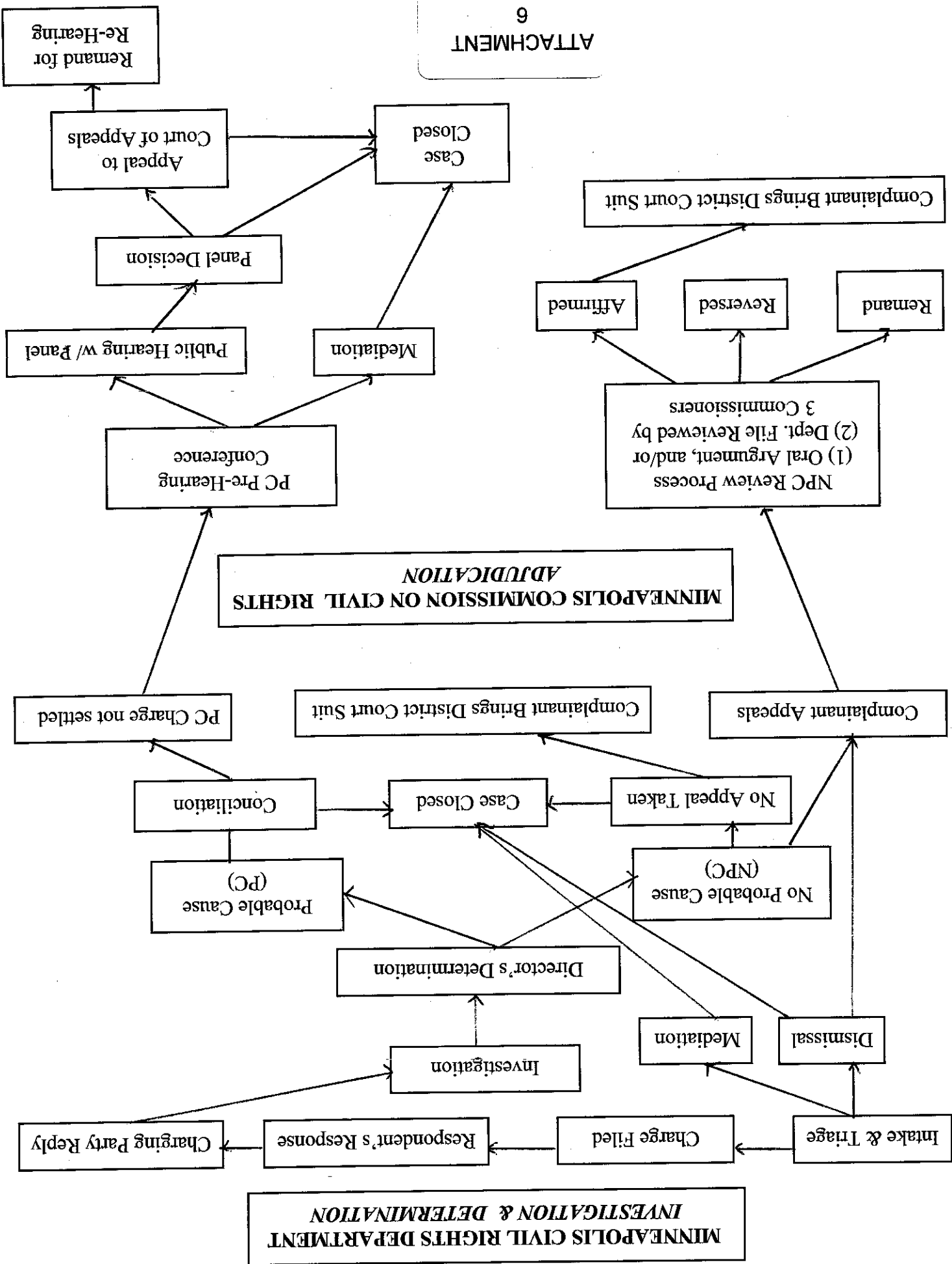
| * Aid & Abet | Contract | Education | Employment / Agency | Employment / Employer | Employment / Union | House-keeping | Public Accommodation | Public Services | Reprisal |
|---------------|---|-----------|---------------------|-----------------------|--------------------|---------------|----------------------|-----------------|----------|
| MDCR: 233 | Total Area: 286 PC DIS: 0 PC: 27 (9%) | 0 | 1 | 0 | 1 | 14 | 14 | 33 | 54 |
| % Total Area | 0% | 0% | 0% | 56% | 0% | 5% | 5% | 12% | 19% |
| TD Area: 1229 | 29 | 13 | 6 | 810 | 5 | 37 | 63 | 50 | 198 |
| % Total Area | 2% | 1% | 0% | 66% | 0% | 3% | 5% | 4% | 16% |
| PC DIS: 11 | 11 | 0 | 0 | 49 | 0 | 5 | 2 | 2 | 21 |
| PC: 90 (7%) | | | | | | | | | |
| MDHR: 811 | | | | | | | | | |
| OAH LIT: 0 | | | | | | | | | |

2008 CHARGES - AREA OF DISCRIMINATION

| * Aid & Abet | Contract | Education | Employment / Agency | Employment / Employer | Employment / Union | House-keeping | Public Accommodation | Public Services | Reprisal |
|---------------|---|-----------|---------------------|-----------------------|--------------------|---------------|----------------------|-----------------|----------|
| MDCR: 296 | Total Area: 335 PC DIS: 0 PC: 26 (8%) | 2 | 2 | 0 | 1 | 14 | 31 | 79 | 45 |
| % Total Area | 1% | 1% | 0% | 47% | 0% | 4% | 9% | 24% | 13% |
| TD Area: 1373 | 46 | 9 | 5 | 857 | 18 | 68 | 60 | 38 | 249 |
| % Total Area | 3% | 1% | 0% | 62% | 1% | 5% | 4% | 3% | 18% |
| PC DIS: 14 | 6 | 1 | 2 | 76 | 0 | 12 | 6 | 6 | 16 |
| PC: 128 (9%) | | | | | | | | | |
| MDHR: 867 | | | | | | | | | |
| OAH LIT: 3 | | | | | | | | | |

* Annual Total Charges / Percentage Total Charges / Probable Cause / Probable Cause Dismissed/ Mpls Civil Rights Commission or MN Office of Administrative Hearings Litigation

NOTE: THERE CAN BE MORE THAN ONE AREA PER CHARGE FILED.



RESPONDENT

MDHR

CHARGING PARTY

