

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
April 2015



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337	287	315	326	314	364	338			3386
Number of Complaints Drafted	162	143	115	117	92	140	130	137	135	170			1241
% of inquiries drafted	43%	40%	31%	35%	32%	43%	40%	44%	37%	50%			40%
Employment	125	118	90	78	71	107	99	98	58	112			956
Housing (Real Estate)	21	17	14	12	16	17	13	11	8	18			147
Public Accommodation	14	7	9	20	3	13	12	18	6	20			122
Credit	1	0	1	0	0	0	1	0	0	2			5
Education	1	0	1	5	2	3	5	10	3	15			45
Unknown	0	0	0	0	0	0	0	0	0	6			6
Number of Complaints Formalized	95	103	71	96	71	64	82	65	75	99			821
Employment	60	85	47	70	43	48	57	49	58	62			579
Transferred from EEOC*	0	10	1	0	0	0	0	3	10	15			39
Housing (Real Estate)	23	9	17	20	18	8	13	6	8	14			136
Transferred from HUD**	4	1	5	4	1	1	3	3	5	2			29
Public Accommodation	12	9	7	5	10	5	8	6	6	16			84
Credit	0	0	0	1	0	0	1	0	0	1			3
Education	0	0	0	0	0	3	3	4	3	6			19

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337	287	315	326	314	364	338			3386
Region 1	41	32	35	40	33	26	30	37	34	32			340
Region 2	40	23	38	27	26	28	24	22	27	28			283
Region 3	30	29	35	28	22	24	21	24	27	21			261
Region 4	11	11	12	17	17	8	14	12	13	15			130
Region 5	180	177	138	138	124	157	151	126	131	137			1459
Region 6	18	33	31	19	17	23	29	19	32	30			251
Region 7	10	10	15	9	10	9	6	17	12	12			110
Region 8	25	19	24	22	16	21	18	20	19	28			212
Region 9	17	17	35	29	20	14	20	21	30	27			230
Unknown/Out of State	9	6	7	8	2	5	8	16	39	6			106

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%	19%	19%	18%	15%	12%	12%	9%			14%
Housing (Real Estate)	0%	10%	16%	16%	17%	8%	14%	18%	5%	11%			12%
Public Accommodation	19%	16%	14%	18%	13%	15%	37%	20%	19%	22%			19%
Credit	0%	0%	0%	50%	50%	0%	0%	0%	50%	0			15%
Education	31%	34%	30%	29%	29%	9%	20%	11%	9%	8%			21%
Open Cases by Area													
Employment	701	759	762	781	780	793	795	813	821	833			
Housing (Real Estate)	75	67	63	55	63	63	61	44	46	57			
Public Accommodation	98	104	104	100	107	112	118	114	117	133			
Credit	1	1	1	1	2	2	3	2	3	4			
Education	39	39	43	31	28	29	33	35	35	41			

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed													
Employment	63	24	28	42	44	32	35	27	34	29			358
Housing (Real Estate)	5	18	20	23	14	9	16	24	7	4			140
Public Accommodation	5	2	8	8	2	1	2	10	3	0			41
Education	7	0	3	5	3	1	0	1	1	2			23
Credit	0	0	0	0	0	0	0	0	0	0			0
Type of Closure													
NPC	58	13	32	42	39	29	33	35	20	13			314
CWS	10	9	9	21	14	5	8	9	10	7			102
CW	6	5	2	3	3	1	3	4	4	9			40
AD	4	14	16	11	7	6	9	10	6	3			86
FO	2	2	0	1	0	2	0	4	5	1			17

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7	9	1	7	1	0	2			32
Employment	3	1	0	5	5	1	1	1	0	1			18
Housing (Real Estate)	0	0	0	1	4	0	3	0	0	1			9
Public Accommodation	0	1	0	1	0	0	0	0	0	0			2
Education	0	0	0	0	0	0	0	0	0	0			0
Credit	0	0	0	0	0	0	0	0	0	0			0
Active Cases													
Employment	34	34	34	34	34	40	42	43	35	34			
Housing (Real Estate)	12	7	12	12	12	11	16	15	16	17			
Public Accommodation	7	3	7	7	7	6	5	7	6	6			
Education	4	5	4	4	4	5	4	5	5	5			
Credit	0	0	0	0	0	0	0	0	0	0			
Average Age of Cases since NOF*	287	298	332	312	295	298	305	328	379	400			

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Moore, C v Alcoa Aluminum is an employment case based on disability. Complainant alleged that he was denied a reasonable accommodation and was forcibly placed on medical leave.

Ronnie & Sheila Robison V Troy Manor is a housing complaint based on disability. The Complainants alleged that they were denied a reasonable accommodation.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Lisenbee v The Care Group is an employment case based on disability. Complainant alleged discharge and harassment. The case was closed in favor of the Respondent.

Vernon v Sugar Creek Group is an employment case based on disability, race and retaliation discrimination. The case was settled.

Inman v 5th 3rd Bank is a public accommodations case based on race. The case was settled.

Johnson v Barnaby's is an employment case based on race. The Complainant alleged constructive discharge. The case was withdrawn.

O'Neil v RR Donnelly is an employment case based on sex/pregnancy. Complainant alleged discharge. The case was withdrawn.

Articles of Interest:

HUD offers over \$100 Million in grants to clean up lead and other housing-related health hazards

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-051

EEOC takes first steps in digital charge system

<http://www.eeoc.gov/eeoc/newsroom/release/5-6-15.cfm>

Supreme Court decision is step forward for victims of discrimination

<http://www.eeoc.gov/eeoc/newsroom/release/4-29-15.cfm>

Obama administration announces eight additional Promise Zones to build community prosperity (Including Indianapolis area)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-049

ICRC issues disability discrimination charge against Alcoa Aluminum

<http://in.gov/icrc/2865.htm>

HUD makes more than \$12 million available to address mold in Native American and Alaska Native communities

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-044

HUD and VA to help more than 9,000 homeless veterans find permanent homes

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-043

ICRC releases preliminary results of Indiana Statewide Fair Housing Testing Program

<http://in.gov/icrc/2864.htm>

Race and national origin discrimination persist 50 years after EEOC's founding

<http://www.eeoc.gov/eeoc/newsroom/release/4-15-15.cfm>

HUD awards \$36 Million in housing counseling grants

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-041

ICRC offers two locations for 2015 Fair Housing Conference

<http://www.in.gov/icrc/2015FairHousingConference.htm>

ICSSBM prepares 5th Annual Statewide Indiana Black Barbershop Health Initiative for April 11th

<http://content.govdelivery.com/accounts/INSTATE/bulletins/fd44f8>

HUD awards \$24 million to help low-income public housing residents secure higher paying jobs

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-036

EEOC to study Workplace Harassment

<http://www.eeoc.gov/eeoc/newsroom/release/3-30-15.cfm>

