

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
May 2014



Jamal L. Smith
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.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries	331	326	393	412	330								1792
Number of Complaints Drafted	96	141	165	176	118								696
% of inquiries drafted	29%	43%	42%	43%	36%								39%
Employment	64	106	122	130	88								510/73%
Housing (Real Estate)	18	16	23	23	15								95/14%
Public Accommodation	9	12	15	15	10								61/9%
Credit	0	0	0	0	0								0/0%
Education	5	7	5	8	5								30/4%
Unknown	0	0	0	0	0								0/0%
Number of Complaints Formalized	75	78	79	191	77								500
Employment	55	55	52	154	54								370
Transferred from EEOC*	5	1	0	73	1								80
Housing (Real Estate)	8	13	15	18	14								68
Transferred from HUD**	3	4	5	4	8								24
Public Accommodation	8	6	8	15	5								42
Credit	0	0	0	1	0								1
Education	4	4	4	3	4								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.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries by Region	331	326	393	412	330								1792
Region 1	34	37	44	44	30								189
Region 2	29	29	37	26	28								149
Region 3	20	24	25	25	17								94
Region 4	12	9	13	16	13								63
Region 5	131	141	173	206	156								807
Region 6	28	26	29	39	19								141
Region 7	14	11	16	11	8								60
Region 8	30	28	23	19	22								122
Region 9	21	20	28	23	29								121
Unknown/Out of State	12	2	5	3	8								30

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).

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
% of Aged Cases by Area													
Employment	8%	6%	6%	6%	13%								8%
Housing (Real Estate)	0%	0%	11%	0%	2%								3%
Public Accommodation	8%	8%	13%	18%	14%								12%
Credit	0%	0%	0%	0%	0%								0%
Education	6%	6%	12%	11%	16%								10%
Open Cases by Area													
Employment	567	599	584	682	695								
Housing (Real Estate)	48	52	47	62	58								
Public Accommodation	96	97	94	89	86								
Credit	0	0	0	1	1								
Education	38	41	41	43	45								

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), FO = Final Order.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Number of Cases Closed													
Employment	61	43	77	69	65								315
Housing (Real Estate)	35	30	42	49	35								191
Public Accommodation	16	9	18	5	17								65
Education	6	4	13	14	11								48
Credit	4	0	4	1	2								11
Credit	0	0	0	0	0								0
Type of Closure													
NPC	31	23	56	49	40								199
CWS	17	12	13	9	14								65
CW	4	1	2	5	2								14
AD	3	0	5	4	3								15
FO	6	7	1	2	6								22

Legal

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

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Probable/Reasonable Cause Findings	1	1	6	6	1								15
Employment	1	1	6	6	1								15
Housing (Real Estate)	0	0	0	0	0								0
Public Accommodation	0	0	0	0	0								0
Education	0	0	0	0	0								0
Credit	0	0	0	0	0								0
Active Cases													
Employment	33	34	34	33	33								
Housing (Real Estate)	12	12	12	12	12								
Public Accommodation	7	7	7	7	7								
Education	4	4	4	4	4								
Credit	0	0	0	0	0								
Average Age of Cases since NOF*	525	526	520	272	244								

*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.

Odynski, L. v. Fountain View Golden Center is an employment case based on disability. Complainant alleged that she was laid off because she is pregnant and perceived to be disabled.

Final Orders

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

Kunce, D. v. Specialized Transportation, Inc. is an employment case based on disability. Complainant alleged that she was terminated because of her disability. The case was closed with a settlement.

Hagedon, T. v. IU Health is an employment case based on race. Complainant alleged that he was treated differently and terminated because of his race. The case was closed with a settlement.

Goff, R. v. Certified Floor is an employment case based on disability. Complainant alleged that she was terminated because of her disability. The case was closed with a settlement.

Mireles, E. v. Tequila Restaurant is an employment case based on national origin. Complainant alleged that she was terminated because of her national origin. The case was closed with a settlement.

Drake, T. v. Landsharks is a public accommodation case based on race. Complainant alleged that she was denied equal access to Respondent's services due to her race. The case was closed with a settlement.

Townsend, B. v. Landsharks is a public accommodation case based on race. Complainant alleged that she was denied equal access to Respondent's services due to her race. The case was closed with a settlement.

Articles of Interest:

300 new jobs coming to Indiana (May 29, 2014, WTHR-13)

<http://www.wthr.com/story/25645624/2014/05/29/300-new-jobs-coming-to-indiana>

EEOC sues Orion Energy for disability discrimination (May 29, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/5-29-14a.cfm>

HUD returns housing authority of New Orleans to local control (May 28, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-058

ICRC, Indianapolis Indians to host Third Civil Rights Game (May 27, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2791.htm>

ICRC to offer CLE seminar in South Bend on June 13th (May 27, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2792.htm>

HUD, advocacy groups and national real estate company work to ensure equal housing (May 20, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-051

Fountainview Golden Living Center charged with discrimination (May 19, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2790.htm>

Railway Company pays \$110,000 to settle EEOC Disability Discrimination suit (May 19, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/5-19-14.cfm>

Governor Pence proposes Healthy Indiana Plan 2.0 (May 19, 2014, Governor's Newsroom)

http://www.in.gov/fssa/hip/2442.htm?WT.cg_n=GOV_billboards&WT.cg_s=051514_01_HIP2point0

Brown vs. Board of Education (May 15, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/local/article_f70b0300-dc6f-11e3-b2ed-001a4bcf887a.html

ICRC to host CLE in Hammond seminar next Friday (May 15, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2785.htm>

EEOC seeks public input on regulations for federal employers (May 15, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/5-15-14.cfm>

ICRC to host Week Two Fair Housing Investigation Training (May 12, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2789.htm>

Military, veterans deserve never-ending gratitude (May 9, 2014, Northwest Indiana Times)

http://www.nwitimes.com/news/opinion/columnists/guest-commentary/guest-commentary-military-veterans-deserve-never-ending-gratitude/article_a2d9ef48-f9ab-5779-bdb3-53802fcb9030.html

EEOC opens registration for EXCEL Conference for Public & Private sectors (May 7, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/5-7-14b.cfm>

Rotary Education Weekend Equity Awards to be held May 16th (May 2, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2787.htm>

Gov. Pence, Mayor Ballard attend Holocaust Observance (May 1, 2014, MLKIHC Newsroom)

<http://in.gov/mlkihcn/2369.htm>