

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
DECEMBER 2012



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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.

	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Total Number of Inquiries	305	366	381	419	377	279	354	344	285	375	303	215	4003
Number of Complaints Drafted	61	69	64	103	103	72	66	42	60	59	45	49	793
% of inquiries drafted	20%	19%	17%	25%	27%	26%	19%	12%	21%	16%	15%	23%	20%
Employment	43	54	45	58	81	52	52	32	49	49	29	42	586
Housing (Real Estate)	6	4	3	8	5	7	9	4	4	4	0	4	58
Public Accommodation	2	4	4	5	12	3	2	5	6	0	14	3	60
Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Education	3	2	3	3	5	4	3	1	1	2	0	0	27
Unknown	7	5	9	37	0	6	0	0	0	0	0	0	64
Number of Complaints Formalized	85	84	95	73	99	67	69	66	46	51	63	44	842
Employment	75	67	73	57	73	47	54	43	29	40	38	36	632
Transferred from EEOC*	23	17	7	1	4	0	4	2	1	1	8	2	70
Housing (Real Estate)	4	8	14	6	16	6	8	14	11	9	3	6	105
Transferred from HUD**	1	2	1	1	5	1	3	3	2	3	2	1	25
Public Accommodation	6	4	5	8	7	12	4	7	5	1	21	2	82
Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Education	0	5	3	2	3	2	3	2	1	1	1	0	23

*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 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Total Number of Inquiries by Region	305	366	381	419	377	279	354	344	285	375	303	215	4003
Region 1	40	51	38	53	46	44	30	38	45	42	46	34	507
Region 2	22	36	38	40	26	20	27	30	23	35	19	23	339
Region 3	11	13	22	31	22	14	25	23	11	29	25	11	237
Region 4	7	11	12	13	10	11	12	21	10	24	15	11	145
Region 5	132	146	156	158	148	110	151	140	120	138	116	80	1595
Region 6	26	37	35	35	32	19	34	30	20	40	23	18	349
Region 7	18	12	18	21	29	16	15	17	14	17	14	7	198
Region 8	18	19	19	11	24	20	20	15	12	15	19	7	199
Region 9	17	19	16	28	27	19	35	20	22	22	25	18	268
Unknown	14	22	27	29	13	6	5	10	8	13	1	6	154

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.

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 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
% of Aged Cases by Area													
Employment	20%	20%	25%	22%	26%	27%	16%	18%	15%	18%	16%	20%	20%
Housing (Real Estate)	0%	19%	12%	15%	0%	0%	0%	3%	9%	6%	3%	13%	7%
Public Accommodation	19%	22%	20%	25%	27%	13%	7%	6%	2%	7%	7%	11%	14%
Credit	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Education	14%	17%	20%	14%	35%	25%	18%	27%	29%	21%	25%	27%	23%
Open Cases by Area													
Employment	369	392	429	433	444	449	425	340	331	317	297	275	
Housing (Real Estate)	53	47	47	41	52	41	45	51	50	51	44	41	
Public Accommodation	50	53	56	61	57	62	62	42	50	38	54	56	
Credit	0	0	0	0	0	0	0	0	0	0	0	0	
Education	20	24	27	28	25	27	30	22	22	22	20	20	

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 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Number of Cases Closed													
Employment	42	27	31	55	45	38	75	106	33	47	51	55	605
Housing (Real Estate)	10	13	13	13	3	21	9	11	7	6	12	9	127
Public Accommodation	7	1	2	2	12	5	4	25	0	13	5	0	76
Education	3	1	0	3	4	1	0	10	0	2	3	0	27
Credit	0	0	0	0	0	1	0	0	0	0	0	0	1
Type of Closure													
NPC	43	31	37	56	45	40	60	129	28	52	47	56	624
CWS	8	6	5	9	11	9	13	9	5	7	10	5	97
CW	3	1	2	4	5	6	2	4	1	6	6	1	41
AD	3	4	1	0	3	3	7	5	3	1	3	1	34
FO	5	0	1	4	0	8	6	5	3	2	5	1	40

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 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Probable/Reasonable Cause Findings	12	2	4	5	4	6	6	8	3	2	5	5	62
Employment	9	2	3	2	3	6	3	6	2	1	4	4	45
Housing (Real Estate)	3	0	1	3	0	0	1	1	1	0	1	1	12
Public Accommodation	0	0	0	0	0	0	2	1	0	1	0	0	4
Education	0	0	0	0	1	0	0	0	0	0	0	0	1
Credit	0	0	0	0	0	0	0	0	0	0	0	0	0
Active Cases	45	48	44	49	54	59	59	58	59	59	51	61	
Employment	24	28	29	32	34	38	37	35	36	34	29	35	
Housing (Real Estate)	9	9	7	9	11	12	12	13	13	13	13	14	
Public Accommodation	6	6	5	5	5	6	7	7	7	7	7	8	
Education	6	5	3	3	4	3	3	3	3	5	2	4	
Credit	0	0	0	0	0	0	0	0	0	0	0	0	
Average Age of Cases since NOF*													

*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.

Dozier v. R. Brown and Associates, LLC is an employment case based on sex. Complainant alleged that she was subjected to sexual harassment and terminated.

Fuller v. City of Lake Station Parks Department is an employment case based on race. Complainant alleged that she was not hired due to her race.

Goff v. Certified Floor Covering Services, Inc. is an employment case based on disability. Complainant alleged that she was denied an accommodation and terminated due to her disability.

Hubbard v. McFarling Foods, Inc. is an employment case based on race and sex. Complainant alleged that he quit due to being subjected to sexual and racial harassment.

Cooper v. Zeman Homes is a housing case based on disability. Complainant alleged that she was denied the opportunity to rent a lot due to having children with disabilities.

Final Orders

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

Andersen v. KMK LLC d/b/a Southwest Auto Sales is an employment case based on sex. Complainant alleged that she was sexually harassed and was terminated when she refused to engage in sexual relationship. The case was closed with a settlement.

Legal Updates

This section provides information on legal news, passing or changes in law and other state and local laws affecting The Commission.

Articles of Interest:

Very troubling news out of Connecticut.

27 People Dead, Mostly Children at Connecticut Elementary School Shooting (Good Morning America, 3 hours ago)

<http://gma.yahoo.com/breaking-conn-school-district-locked-down-shooting-report-151955384--abc-news-topstories.html>

More than two dozen people, mostly elementary school children, were shot and killed at a Newtown, Conn., elementary school this morning, federal and state sources tell ABC News. It is the worst shooting in a U.S. elementary school in recent memory.

The massacre involved two gunman at a Connecticut school this morning, prompting the town of Newton to lock down all of its schools and draw SWAT teams to the school, authorities said.