

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
November 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 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392	351	317	311								1710
Number of Complaints Drafted	140	164	143	146	141								734
% of inquiries drafted	41%	42%	41%	46%	45%								43%
Employment	208	232	203	216	229								1088
Housing (Real Estate)	58	65	58	43	42								266
Public Accommodation	44	40	41	14	23								162
Credit	1	3	1	2	0								7
Education	9	17	14	4	7								51
Unknown	19	35	34	38	10								136
Number of Complaints Formalized	86	67	70	73	71								367
Employment	56	42	50	58	54								260
Transferred from EEOC*	2	6	7	13	11								39
Housing (Real Estate)	13	13	13	12	9								60
Transferred from HUD**	2	0	1	3	1								7
Public Accommodation	15	10	5	3	7								40
Credit	0	0	0	0	0								0
Education	2	2	2	0	1								7

*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 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363	390	310	311								1696
Region 1	33	32	51	33	34								183
Region 2	22	30	40	30	11								133
Region 3	17	20	23	17	16								93
Region 4	13	14	11	16	4								58
Region 5	147	169	173	127	125								741
Region 6	36	25	20	25	21								127
Region 7	16	6	10	12	5								49
Region 8	17	27	20	27	18								109
Region 9	19	35	39	22	14								129
Unknown/Out of State	2	5	3	1	63								74

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 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%	10%	11%	11%								10%
Housing (Real Estate)	7%	10%	3%	0%	0%								4%
Public Accommodation	8%	11%	7%	13%	26%								13%
Credit	50%	50%	0%	0%	0%								20%
Education	15%	16%	16%	24%	22%								19%
Open Cases by Area													
Employment	779	722	705	701	678								
Housing (Real Estate)	75	85	89	90	90								
Public Accommodation	153	152	152	147	147								
Credit	4	3	3	3	3								
Education	47	48	50	48	46								

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 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed													
Employment	52	80	93	83	79								387
Housing (Real Estate)	43	70	72	63	59								307
Public Accommodation	5	4	7	11	10								37
Education	4	5	10	6	7								23
Credit	0	0	4	2	3								9
	0	1	0	0	0								1
Type of Closure													
NPC	34	56	80	72	59								301
CWS	12	16	10	8	12								58
CW	0	3	0	2	1								6
AD	6	5	3	1	2								17
FO	5	4	0	0	3								12

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 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2	7	6	5								21
Employment	1	0	5	5	2								13
Housing (Real Estate)	0	2	2	1	3								8
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	28	29	32	34	35								
Housing (Real Estate)	15	19	19	19	20								
Public Accommodation	5	5	5	5	4								
Education	5	5	5	5	5								
Credit	0	0	0	0	0								
Average Age of Cases since NOF*	484	460	473	471	475								

*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.

Erika Williams v Walgreens is an employment case based on disability discrimination. The Complainant alleged that she was subjected to a hostile work environment.

Huda Hammad v Chase Bank is an employment case alleging discrimination based on national origin. The Complainant alleges she was subjected to disparate discipline.

Rajeevalochana Rangaswamy v Buckingham Management/Governor Square Apartments is a housing case alleging familial status discrimination. There are two issues before the Commission. The first issue the Complainant alleged Respondent's occupancy policy has a disproportionate and adverse effect on families with children. The second issue is whether the Complainant and other families with children were subjected to discriminatory terms and conditions because of familial status.

Jacob Garcia v United Cerebral Palsy of the Wabash Valley is a housing case alleging disability discrimination. There are four issues before the Commission. The Complainant alleges Respondent made discriminatory statements demonstrating a preference for tenants without disabilities. The second issue is whether the Respondent subjected the Complainant to discriminatory rental terms, conditions or privileges because of disability, the third issue is whether the Respondent subjected the Complainant to unlawful harassment because of disability and the fourth issue is whether the Respondent denied the Complainant's request for a reasonable accommodation.

Probable Cause Findings cont'd

Joshua Garcia v United Cerebral Palsy of the Wabash Valley is a housing case alleging disability discrimination. There are four issues before the Commission. The Complainant alleges Respondent made discriminatory statements demonstrating a preference for tenants without disabilities. The second issue is whether the Respondent subjected the Complainant to discriminatory rental terms, conditions or privileges because of disability, the third issue is whether the Respondent subjected the Complainant to unlawful harassment because of disability and the fourth issue is whether the Respondent denied the Complainant's request for a reasonable accommodation.

Final Orders

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

B. Shaw v M & M Stump & Tree, William Mohr is a public accommodations case based on race. The Complainant alleged that he was denied equal access to Respondent's service based on race. The case was settled in favor of the Complainant.

S. St. John v Main Street Diner is an employment case based on disability. The Complainant alleged that she was terminated based on disability. The case was settled in favor of the Complainant.

T. Akers v Park Regency is a housing case based on race. Complainant alleges that she was threatened with eviction and subjected to different treatment based on race. This case was transferred to State Court

Articles of Interest:

[Evansville Bar Association, ICRC to host CLE Seminar, Dec 11](#) 11/25/15

[Smith to transition out of position as ICRC E.D.](#) 11/20/15

[Walgreens faces disability discrimination charge](#) 11/12/15

[ICRC, MLK Commission announce 2016 Student Art Contest](#) 11/4/15

[Ascension Health at Home charged with pregnancy discrimination](#) 11/3/15

