

STATE OF NEBRASKA

EQUAL OPPORTUNITY COMMISSION



ANNUAL REPORT

Fiscal Year 2016/2017

neoc.nebraska.gov

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Public Education and Outreach

Public Education and Outreach

Under the Rules and Regulations of the Fair Employment Practice Act and the Nebraska Fair Housing Act, the Nebraska Equal Opportunity Commission (NEOC) is statutorily required to engage in education and outreach activities for the purposes of educating the public about the anti-discrimination laws of the state. The NEOC consults with local officials and persons in the employment and housing community and also engages in dialogue with consumers directly.

It is essential for the NEOC to continue to conduct Technical Assistance programs for the housing and employment industries in all areas of the state, including Scottsbluff/Gering, Grand Island, North Platte, South Sioux City, Lincoln, and Omaha. These sessions often consist of voluntary participation and have been hosted and/or sponsored by a variety of entities, including groups of realtors, public housing providers, large and small employers, unions, profession-specific organizations, and local advocacy groups. The most frequently covered educational topics for housing providers include reasonable accommodations and modifications, service and companion animals, occupancy standards, accessibility in housing, retaliation, harassment, national origin issues, and training for renting to families with children. Topics most frequently covered for employers include workplace harassment, sexual harassment, non-discriminatory hiring and firing procedures, waivers, reasonable accommodations for disability and religious practices, English-only rules, criminal background checks, pregnancy discrimination, and also on how to conduct an internal investigation.

Besides participating in conferences and other voluntary educational programs, the NEOC conducts training with mandatory participation as dictated by the terms of settlement and conciliation agreements made pursuant to our enforced statutes. In these instances, the Respondents alleged to have committed discriminatory acts agree that their management, owners, and/or staff should receive training in anti-discrimination laws. Though these sessions are generally attended by smaller groups, they tend to focus on the specific discriminatory issues of a filed charge. These training sessions allow the NEOC to target potential trouble areas, specifically within individual housing providers or employers, potentially resolving not only the reported situation but hopefully giving the

housing provider or employer the tools and knowledge they need to prevent similar incidents in the future.

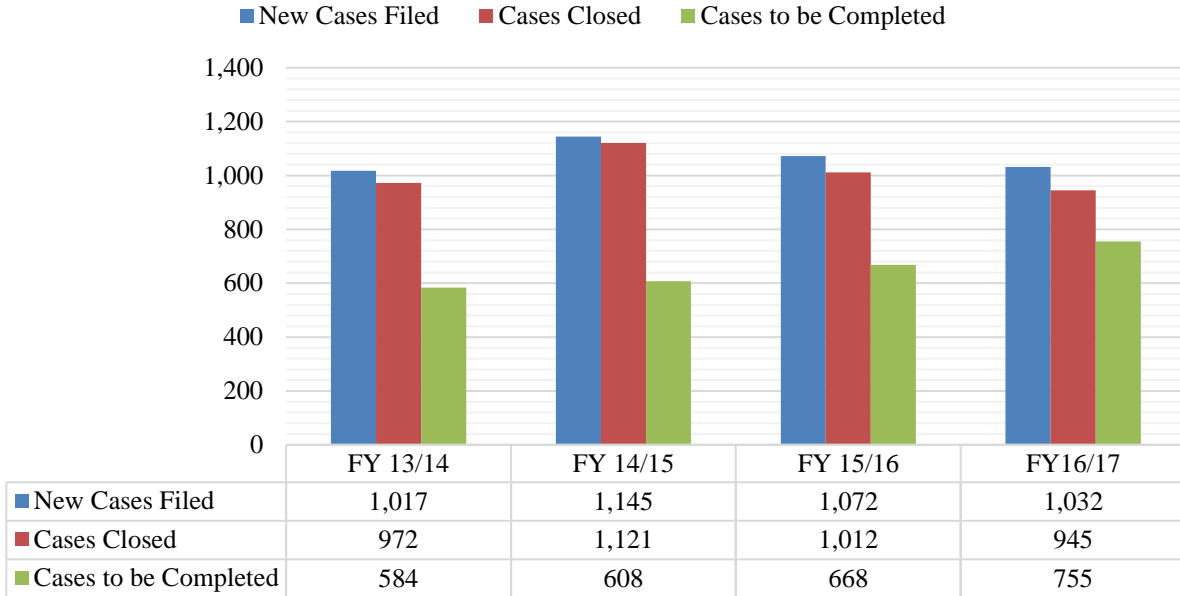
In late 2016, the NEOC partnered with Nebraska Public Television and multiple municipal and nonprofit fair housing agencies to produce a thirty minute television program about fair housing issues in the state. The program broadcasted multiple times on NET, Nebraska's public television provider, and continues to be available to the public on NET's website. The NEOC also produced, again with NET's assistance, several commercials regarding housing discrimination that ran during various programming on NET's channels. The NEOC is once again planning on a series of commercials to air starting in late 2017, this time focusing on employment discrimination issues. These television programs and commercials allow the NEOC to reach a new audience and further advertise the agency's mission in irradiating discrimination to people who might not have been aware of the services the NEOC provides.

As technology advances, it is important to continue finding new ways to reach our fellow Nebraskans with our mission of education. To this end, the NEOC has gained the use of the WebEx platform to provide small-scale educational outreach to individual housing providers and businesses, and also to potentially provide larger-scale webinars and e-conferences to larger groups across the state. WebEx has allowed the NEOC to reach the far corners of the state instantaneously to provide outreach to remote locations that previously took days of travel to attend. This has resulted in a greater number of educational opportunities for those who are not near our main offices in Lincoln and Omaha, as well as giving the NEOC new ways to be fiscally responsible while not losing any actual outreach capability.

The NEOC will continue to provide employers and housing providers with the support they need through our educational initiatives and, in doing so, will promote a foundation of justice, fairness and equality. We look forward to these friendly and cooperative interactions with the community and, based on the feedback we have received, the community looks forward to interacting with us.

/bw

TABLE 1: CASE SUMMARY



Of the 1,032 **new** cases filed in FY 16/17, 936 were employment cases; 60 were housing cases; and 36 were public accommodation cases

Of the 945 cases **closed** in FY 16/17, 923 were Commission initial actions; 17 were actions on cases in the conciliation stage; 4 were decisions on cases in the public hearing stage; and 1 was pursuant to civil action (housing).

Of the 755 cases **to be completed** at the end of FY 16/17, 731 cases are to be investigated, 4 cases are in conciliation, 1 case is in public hearing, and 19 cases are in civil action.

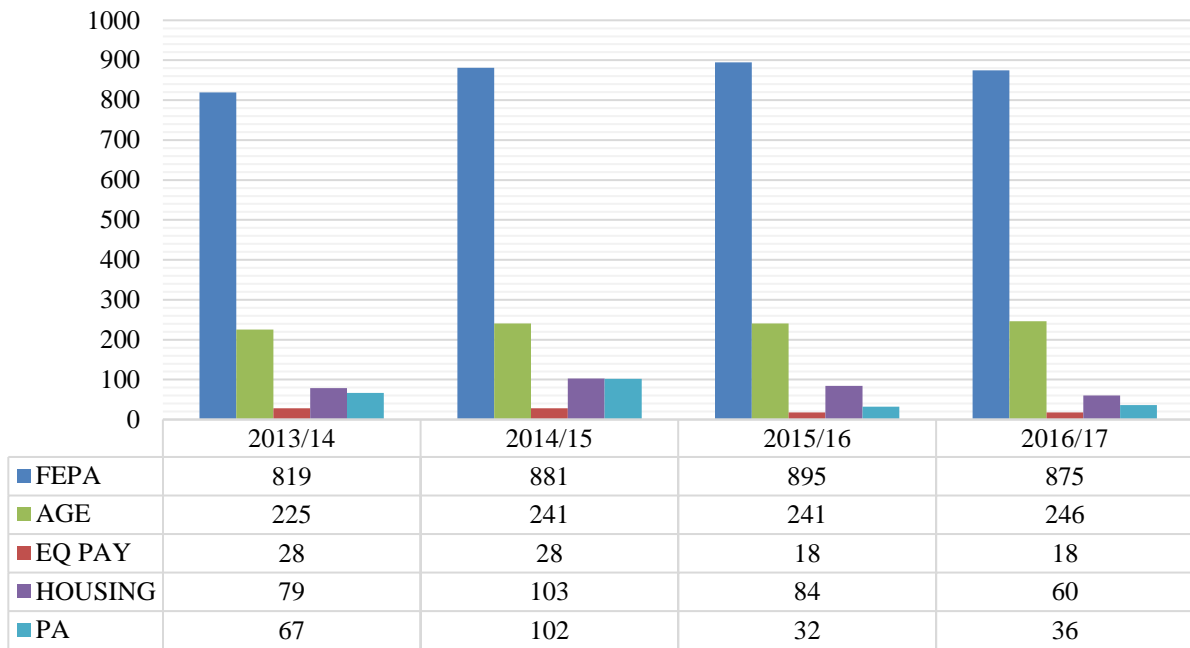
NOTES/HIGHLIGHTS

New charges filed of 1,032 represents a 4% decrease from FY 15/16.

Cases closed of 945 represents a 7% decrease from FY 15/16.

Cases to be completed at the end of the fiscal year of 755 represents a 13% increase from FY 15/16.

**TABLE 2: CHARGES OF ALLEGED DISCRIMINATION
FILED DURING CURRENT AND PREVIOUS YEARS BY STATUTE
2013/14 – 2016/17**



NOTE: Because a person can file under multiple laws, this is not a total of cases received but how many charges are filed under the different laws.

FEPA -FAIR EMPLOYMENT PRACTICE ACT

AGE -NEBRASKA AGE DISCRIMINATION IN EMPLOYMENT ACT

EQ PAY -EQUAL PAY ACT OF NEBRASKA

HOUSING -NEBRASKA FAIR HOUSING ACT

PA -NEBRASKA CIVIL RIGHTS ACT OF 1969 (PUBLIC ACCOMMODATIONS)

OTHER CASE CHARACTERISTICS:

With our case tracking system, we are able to get an accurate count of the descriptive data for our case intake and production. Some of the data is summarized in the tables that follow:

TABLE 3: BASIS OF CHARGES FILED BY STATUTE
FY 2016/17

BASIS	EMPLOYMENT			HOUSING/PUBLIC ACCOM.		TOTALS
	FEPA	EQ PAY	AGE	HOUSING	PUBLIC ACCOM.	
RACE	280	0	0	10	30	320
COLOR	243	0	0	0	27	270
SEX	280	17	0	3	7	307
SEX-PREGNANCY	37	0	0	0	0	37
AGE (40-70)	0	0	239	0	0	239
RELIGION	28	0	0	3	3	34
NATIONAL ORIGIN/ ANCESTRY	117	0	0	12	3	132
DISABILITY	403	0	0	40	0	443
MARITAL STATUS	13	0	0	0	0	13
FAMILIAL STATUS	0	0	0	5	0	5
RETALIATION	572	5	79	8	21	685
RETALIATION (Whistleblower)	101	0	0	0	0	101

The Public Accommodations Act and Housing Act do not provide coverage in the areas of Marital Status and Age Discrimination.

**TABLE 4: ISSUES IN EMPLOYMENT AND PUBLIC
ACCOMMODATIONS CHARGES FILED IN FY 2016/17**

<u>ISSUE</u>	<u>NUMBER</u>
Discharge	1,745
Terms and Conditions of Employment	1,381
Discipline	711
Wages	667
Reasonable Accommodation	614
Harassment	523
Constructive Discharge	468
Assignment	462
Suspension	329
Failure to Hire	242
Failure to Train	157
Failure to Promote	157
Sexual Harassment	114
Public Accommodation Issue	91
Benefits-Insurance	84
Benefits	83
Intimidation	80
Demotion	67
Breach of Confidentiality	50
References Unfavorable	33
Union Representation	20
Benefits-Retirement/Pension	6
Severance Pay Denied	5
Layoff	2
Waivers	2
Retirement-Involuntary	2
Tenure	1

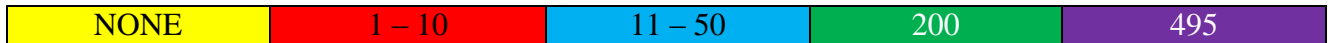
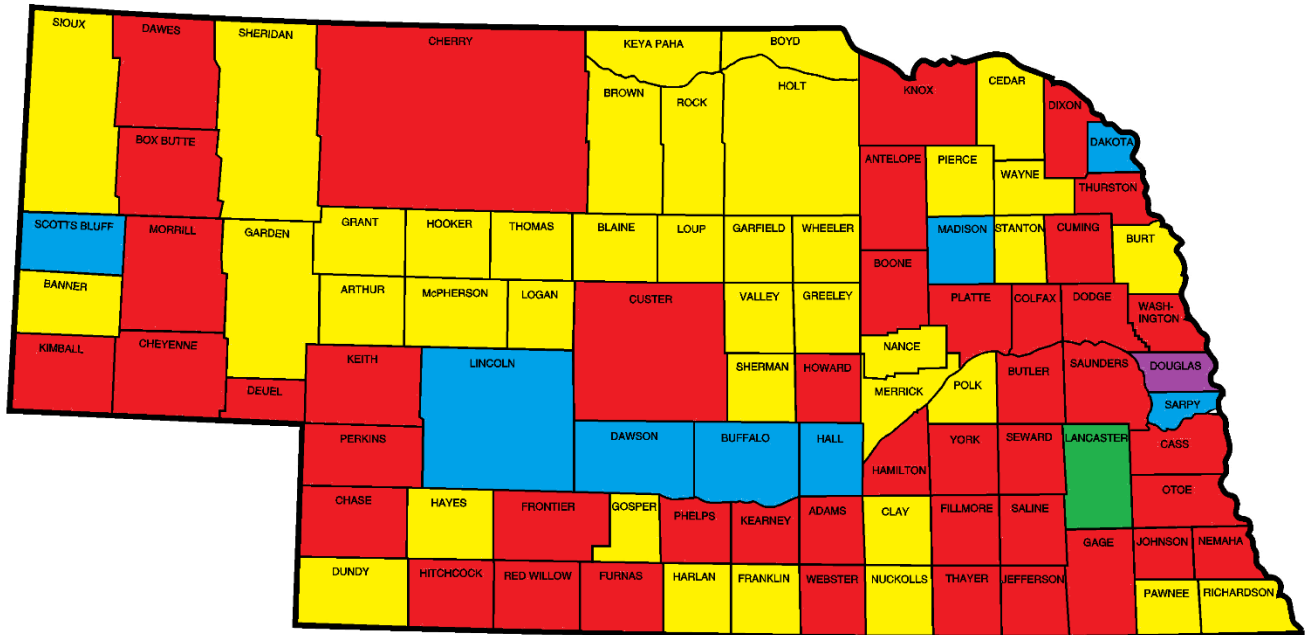
TABLE 5: ISSUES IN HOUSING CHARGES FILED
FY 2016/17

<u>ISSUE</u>	<u>NUMBER</u>
Terms, Conditions, Privileges, or Services and Facilities	30
Failure to Make Reasonable Accommodations	27
Terms, Conditions, Privileges Relating to Rental	23
Discriminatory Acts under Section 818 (coercion, etc.)	17
Refusal to Rent	10
Advertising Statements and Notices	4
Deny or Make Housing Available	2
Failure to Permit Reasonable Modification	2
Financing/Making of Loans	2
Refusal to Negotiate for Rental	2
Terms, Conditions, Privileges Relating to Sale	1
False Representation of Availability-Rental	1
Services and Facilities Relating to Sale	1
Non-compliance with Design and Construction (handicap)	1
Refusal to Sell and Negotiate for Sale	1

TABLE 6: COMPLAINANT CHARACTERISTICS
FY 2015/16 – 2016/17

MALE	FY 15/16	FY 16/17	FEMALE	FY 15/16	FY 16/17
Race			Race		
Black/African American	151	189	Black/African American	154	138
Native Hawaiian/Pacific Islander	2	0	Native Hawaiian/Pacific Islander	0	0
American Indian/Alaska Native	8	2	American Indian/Alaska Native	7	9
Bi-Racial/Multi-Racial	11	4	Bi-Racial/Multi-Racial	9	13
Asian	3	6	Asian	12	6
White	219	206	White	339	305
Ethnicity			Ethnicity		
Hispanic/Latino	68	73	Hispanic/Latino	88	59
Not Hispanic/Latino	393	396	Not Hispanic/Latino	500	450
National Origin			National Origin		
North America	359	386	North America	493	447
Middle East	14	8	Middle East	4	3
Hispanic	54	55	Hispanic	64	40
Europe	9	9	Europe	9	8
Caribbean	1	0	Caribbean	0	0
Asia	3	4	Asia	8	4
Africa	15	4	Africa	4	1
Unable to obtain info	10	18	Unable to obtain info	21	19

TABLE 7: CHARGES TAKEN BY COUNTY FY 2016/17



Adams	9	Deuel	3	Johnson	1	Red Willow	5
Antelope	3	Dixon	1	Kearney	2	Richardson	0
Arthur	0	Dodge	10	Keith	3	Rock	0
Banner	0	Douglas	495	Keya Paha	0	Saline	4
Blaine	0	Dundy	0	Kimball	2	Sarpy	49
Boone	2	Fillmore	1	Knox	3	Saunders	3
Box Butte	7	Franklin	0	Lancaster	200	Scotts Bluff	23
Boyd	0	Frontier	1	Lincoln	11	Seward	3
Brown	0	Furnas	1	Logan	0	Sheridan	0
Buffalo	14	Gage	3	Loup	0	Sherman	0
Burt	0	Garden	0	Madison	18	Sioux	0
Butler	3	Garfield	0	McPherson	0	Stanton	0
Cass	4	Gosper	0	Merrick	0	Thayer	1
Cedar	0	Grant	0	Morrill	7	Thomas	0
Chase	1	Greeley	0	Nance	0	Thurston	4
Cherry	6	Hall	39	Nemaha	1	Valley	0
Cheyenne	5	Hamilton	3	Nuckolls	0	Washington	7
Clay	0	Harlan	0	Otoe	6	Wayne	0
Colfax	4	Hayes	0	Pawnee	0	Webster	2
Cuming	1	Hitchcock	2	Perkins	1	Wheeler	0
Custer	3	Holt	0	Phelps	2	York	4
Dakota	14	Hooker	0	Pierce	0		
Dawes	1	Howard	1	Platte	10		
Dawson	20	Jefferson	3	Polk	0		

TABLE 8: CHARGES NOT DOCKETED

In FY 16/17, the Commission conducted a total of 458 intake interviews, or screenings, which did not result in the docketing of a charge of discrimination.

<u>Reason for Non-Filing</u>	<u>2014/15</u>	<u>2015/16</u>	<u>2016/17</u>
1. Respondent has too few employees	48	59	53
2. Allegations outside the Statute of Limitations	28	37	21
3. Complainant had no standing or basis to file	159	186	170
4. Informed of right to file, but declined to file	182	196	214
TOTAL NON-DOCKETED	417	478	458

TABLE 9: TECHNICAL ASSISTANCE TO THE PUBLIC

In addition to conducting screenings, which led to no formal action by the Commission, the Commission staff also fielded 3,855 other inquiries from the public in FY 16/17. The inquiries received can be broken down as follows:

<u>Contact Type</u>	<u>2014/15</u>	<u>2015/16</u>	<u>2016/17</u>
5. General Questions Answered	678	486	996
6. Employer Inquiries	1,095	1,104	1,473
7. Information Sent	24	16	16
8. Referred to an appropriate source of assistance	116	120	205
9. Complainant Inquiry	977	841	1,165
TOTALS	2,890	2,567	3,855
TOTALS - ALL CONTACTS	3,307	3,045	4,313

The NEOC web site is updated at least two times a month. The web site allows people to check upcoming Commission Meeting information, as well as educational information. Individuals also have the opportunity to learn about the Commission, the laws, and how to file a complaint. In FY 16/17, there were 15,092 web site hits to the NEOC home page.

TABLE 10: COMMISSION DETERMINATIONS

		FY	FY	FY
		14/15	15/16	16/17
Reasonable Cause	NEOC (moved to conciliation)	41	52	17
	Adopted (moved to conciliation)	6	0	1
No Reasonable Cause	NEOC	782	719	669
	Adopted	59	78	79
Pre-Determination Settlement	NEOC	106	86	77
	Adopted	8	13	10
Mediation	NEOC	20	13	11
Withdrawal With Settlement	NEOC	19	18	25
	Adopted	0	2	7
Withdrawal Without Settlement	NEOC	8	6	8
	Adopted	1	1	1
Failure to Locate	NEOC	0	0	0
	Adopted	0	0	1
Failure to Cooperate	NEOC	0	0	0
	Adopted	1	0	0
Lack of Jurisdiction	NEOC	52	14	17
	Adopted	0	1	2
Complainant Filing/Filed in Court	NEOC	5	14	9
	Adopted	6	7	5
Other	NEOC	4	2	1
	Adopted	1	1	1

Table 10: COMMISSION DETERMINATIONS (continued)

		FY 14/15	FY 15/16	FY 16/17
Conciliations	Successful Conciliations	21	18	9
	Successful Conciliations – Adopted	6	0	0
	Unsuccessful Conciliations - Dismissals	9	7	0
	Unsuccessful Conciliations - Complainant Filing/Filed in Court	8	9	7
	Other - Adopted	0	0	1
	Unsuccessful Conciliations to Public Hearing or Civil Action	5	22	4
Public Hearings	For Complainant	0	0	0
	For Respondent	0	1	3
	Negotiated Settlement	2	1	0
	Other	0	0	1
Civil Action (Housing)	For Complainant	0	0	0
	Negotiated Settlements	0	0	0
	Other	0	0	0
	Dismissal	1	1	1

**TABLE 11: COMMISSION INITIAL DETERMINATIONS BY STATUTE
(CLOSED CASES)
FY 2016/17**

FAIR EMPLOYMENT PRACTICE ACT	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOMM.
767	208	24	71	40

TABLE 12: LACK OF JURISDICTION BREAKDOWN

REASON FOR LACK OF JURISDICTION	FY 2014/15
Not Enough Employees	24
Respondent Exempt Regarding News Content	8
No Employer/Employee Relationship	7
Complainant is not Aggrieved by a Public Accommodation Practice	5
Untimely Filed	3
Harms Occurred out of State	1
Respondent Not an Employer Under the Law	1
Respondent No Longer in Business	1
Respondent Government Owned-Indian Tribe	1
Other	1
TOTAL	52

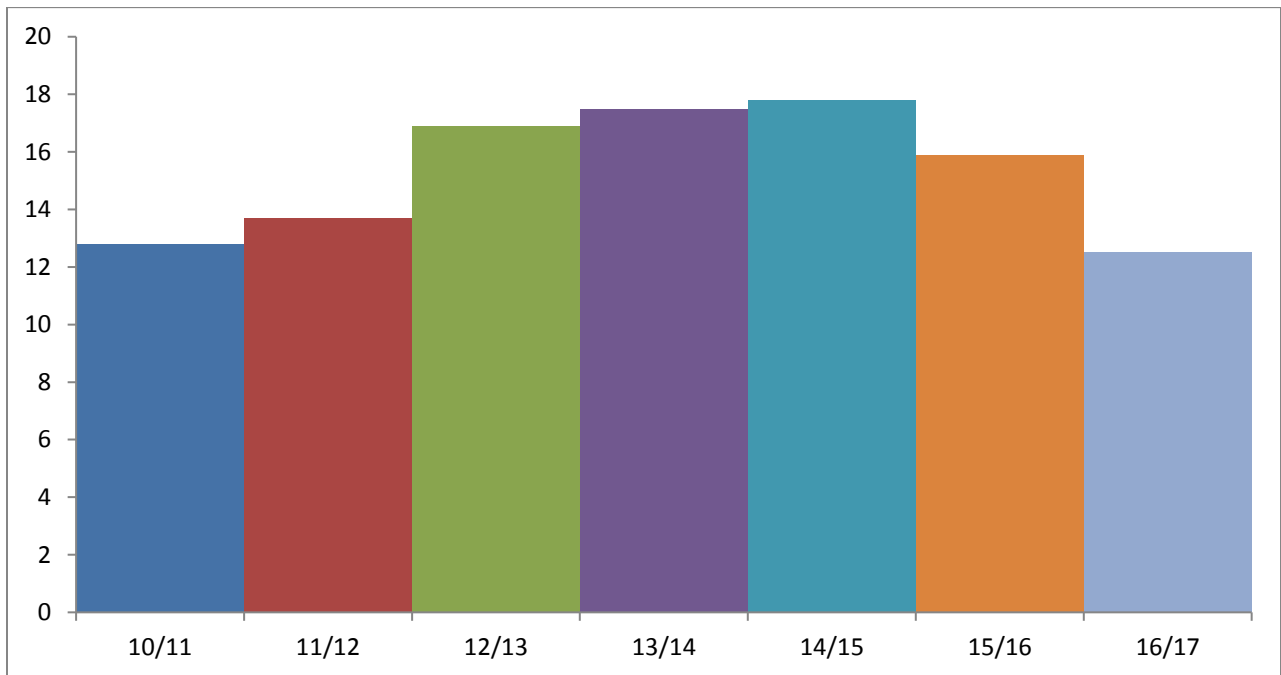
REASON FOR LACK OF JURISDICTION	FY 2015/16
Not Enough Employees	4
Other	4
No Employer/Employee Relationship	3
Untimely Filed	2
Harms Occurred Out of State	1
Respondent Government Owned-Indian Tribe	1
TOTAL	15

REASON FOR LACK OF JURISDICTION	FY 2016/17
Not Enough Employees	8
No Employer/Employee Relationship	5
Other	4
Untimely Filed	2
TOTAL	19

TABLE 13: COMPARATIVE CAUSE/SETTLEMENT FIGURES

FY 2010/11 – 2016/17

Fiscal Year	Cause & Settlements Percent of Initial Determinations	Combined Number of Cases
10/11	12.8	128
11/12	13.7	143
12/13	16.9	195
13/14	17.5	171
14/15	17.8	200
15/16	15.9	164
16/17	12.5	116



**TABLE 14: ALTERNATIVE DISPUTE RESOLUTION
(ADR)
Employment and Public Accommodation Cases**

	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17
Sent to ADR	83	99	100	88	94
Successful Mediation	15	13	21	13	11
Successful Pre-Determination Settlement	26	30	39	21	31
Withdrawal with Settlement	8	4	0	1	7
Failed ADR (either Mediation or PDS)	8	14	19	19	12
No Longer Wanted to Pursue ADR	24	30	24	33	33
Pending	11	19	16	17	17

In 2004/2005 the NEOC developed the Alternative Dispute Resolution (ADR) program. The focus of ADR is to resolve pending employment and public accommodation cases prior to an investigation and determination being issued by the Commission. There are two options available in the ADR program: mediation and pre-determination settlement. **Mediation** typically involves the parties meeting face-to-face with a mediator to discussion resolution; whereas, **pre-determination settlement** involves discussion of resolution between the parties as relayed (usually via telephone) by the mediator.

Participation in the program is done on a voluntary basis. As the table indicates, when parties actively participate in the program there is a high rate of successful resolution. However, there are times when the parties indicate an interest in the ADR program, but after an initial discussion, determine they no longer want to participate in the process and request an investigation. These discussions are not considered unsuccessful as the parties never fully engaged in the process.

HIGHLIGHTS....

In addition to the ADR program, the NEOC attempts to resolve employment and public accommodation cases during an investigation prior to the NEOC issuing a determination. In FY 16/17 the NEOC resolved 23 cases during the investigative stage.

The NEOC also endeavors to resolve housing cases. Discussions regarding resolution are an on-going process throughout the investigation for all housing cases. In FY 16/17, the NEOC settled 23 housing cases which is 31% of the total initial housing decisions by the NEOC

TABLE 15: NON-MONETARY RELIEF
FY 2016/17

Employment and Public Accommodations

Adverse Material Removed from File

Apology

Benefits – Other

EEO Training

NEOC/EEOC Notices (Posters)

Neutral Reference

Policy Change

Procedural/Practice Change

Training/Apprenticeship

Housing

Affirmative Relief – Other

Housing

Letter of Reference

Policy Revisions

Rule or Ordinance Changes

Structural Modifications

Training

TABLE 16: MONETARY RELIEF BY LAW

FY 2016/17

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	\$ 483,733	\$ 0	\$23,210	\$ 506,943
Mediation	134,459	250	0	134,709
Withdrawals with Settlement	401,363	0	450	401,813
Conciliation	50,000	0	2,950	52,950
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	\$1,069,555	\$250	\$26,610	\$1,096,415

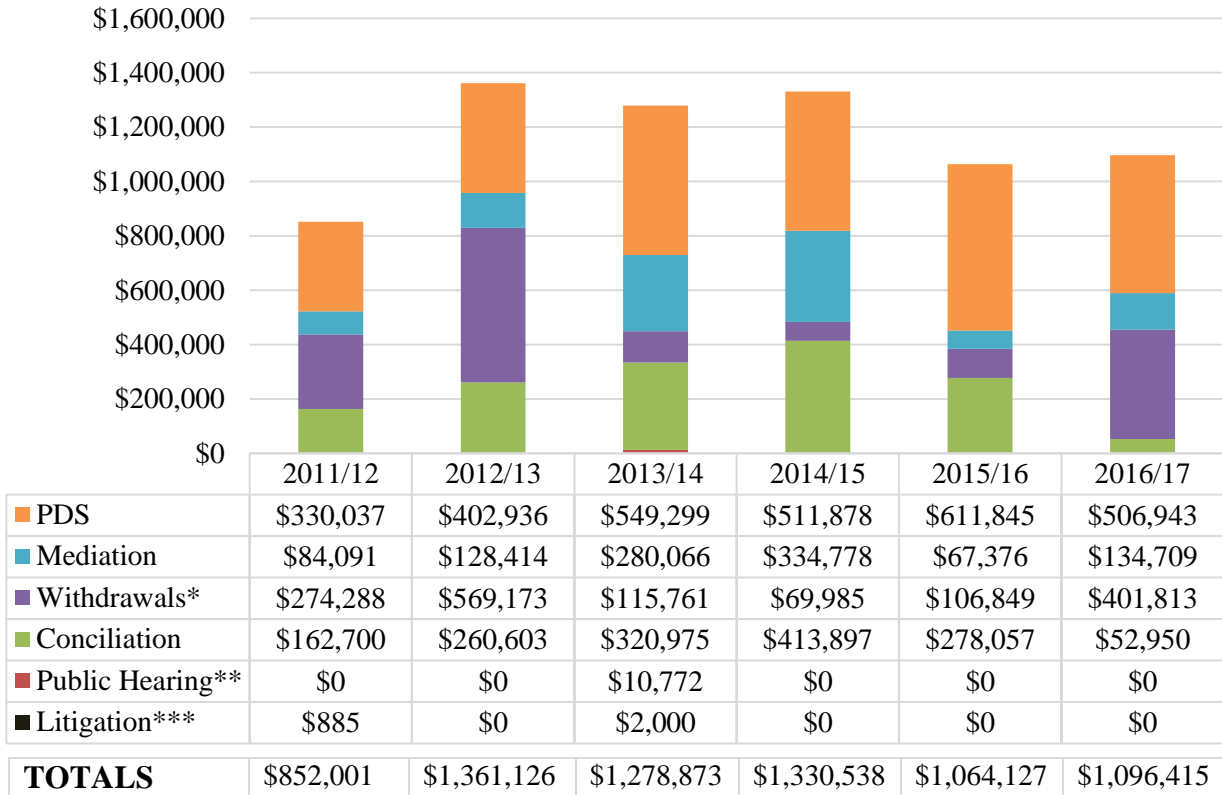
The following chart reflects approximately how many people have benefited from the different types of Settlement. Besides the Complainant, others can benefit by attending EEO training and/or a policy or procedural/practice change.

TABLE 17: NUMBER OF PEOPLE BENEFITING

FY 2016/17

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	296	0	712	1008
Mediation	605	1	0	606
Withdrawals with Settlement	27	0	0	27
Conciliation	128	0	1	129
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	1,056	1	713	1,770

TABLE 18: TOTAL MONETARY RELIEF OBTAINED



* The benefits on some of the Commission’s withdrawals with settlement are not known. The parties keep the terms of settlement confidential.

** Any monetary relief received through a settlement prior to the public hearing being held is listed with the conciliation amounts.

*** These settlements were achieved by the Attorney General’s Office on cases sent to their office for civil action/litigation.

**CASE COMPLETION SUMMARY TABLES
FY 2012/13 – 2015/16**

TABLE 19: AVERAGE CASE PROCESSING TIME

	<u>FY 12/13</u>	<u>FY 13/14</u>	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>
Average Hours Worked on Case File	11.04	12.49	11.68	12.33	15.05

◆◆◆

TABLE 20: AVERAGE DAYS PER INVESTIGATION

	<u>FY 12/13</u>	<u>FY 13/14</u>	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>
Average Days	74.4	85.6	80.6	88.5	90.2

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TABLE 21: FROM FILING TO ASSIGNMENT AND DETERMINATION, AVERAGE DAYS -- CAUSE/NO CAUSE ONLY

	<u>FY 12/13</u>	<u>FY13/14</u>	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>
Date Filed to Assignment of Investigator	140	91	95	105	139
Date Filed to Cause/No Cause Decision	237	199	194	216	255

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TABLE 22: CAUSE CASES

	<u>FY 12/13</u>	<u>FY13/14</u>	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>
Out of Cause/No Cause Cases, This Percentage went Cause	4%	4%	5%	6%	3%

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TABLE 23: CONCILIATION TIME PER CASE

	<u>FY 12/13</u>	<u>FY 13/14</u>	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>
Average Conciliation Hours Worked on Case	2	2	3	2	2
Average Days in Conciliation	98	123	92	56	140

TABLE 24: REASONABLE CAUSE CASES BY STATUTE

FY 2016/17

FEPA	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOM
14	0	0	4	0

TABLE 25: REASONABLE CAUSE CASES BY BASIS

FY 2016/17

BASIS	CASES	BASIS	CASES
Race	2	Disability	12
Color	2	Religion	0
Sex	1	Marital Status	0
Sex-Pregnancy	0	Retaliation	10
National Origin	0	Retaliation – Whistleblower	0
Age	0	Familial Status	0

TABLE 26: REASONABLE CAUSE CASES BY ISSUE

FY 2016/17

ISSUES	CASES	ISSUES	CASES
Employment		Housing	
Discharge	8	Acts under §818 (coercion, etc.)	3
Accommodation (Employment)	6	Accommodation (Housing)	1
Hire	3	Terms/Conditions in Rental	1
Terms/Conditions of Employment	3		
Wages	2		
Assignment	2		
Sexual Harassment	1		
Harassment	1		

TABLE 27: CONCILIATION SUMMARY
FY 2016/17

Total Conciliations Attempted.....	21*
Successful	9
Unsuccessful (Forwarded to Hearing)	2
Unsuccessful (Forwarded to Civil Action-Housing)	2
Administratively Closed	8
a. Unsuccessful - Dismissals.....	1*
b. Complainant Filing in Court.....	7
Total Dollars	\$52,950

* 1 Adopted Decision

TABLE 28: CONCILIATIONS

FISCAL YEAR	2012/13	2013/14	2014/15	2015/16	2016/17
Cases to Conciliation (Reasonable Cause)	36	31	47	52	18
Cases Pending from Prior Fiscal Year	11	9	13	11	7
TOTAL CASES	47	40	60	63	25
Conciliations Attempted	38	27	49	56	21
Successful Conciliations	18	13	27	18	9
Unsuccessful Conciliations	3	3	5	22	4
Conciliations Administratively Closed	17	11	17	16	8
MONETARY RELIEF	\$260,603	\$296,975	\$413,897	\$263,057	\$52,950
Conciliation Pending	9	13	11	7	4

TABLE 29: SUCCESSFUL CONCILIATION DETAIL - FY 2016/17

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Employment and Public Accommodations	
Disability (reasonable accommodation)	\$500 lump sum; training; new policy
Race and Color (discharge)	\$3,000 lump sum
Disability, Record of a Disability; Retaliation (reasonable accommodation; discharge)	\$16,700 lump sum; \$8,300 attorney's fees
Sex and Retaliation (sexual harassment; discharge)	Private settlement
Sex and Retaliation (sexual harassment; harassment; discharge)	Private settlement
Disability, Record of a Disability and Retaliation (reasonable accommodation, discharge)	\$5,000 wages; training, policy change
Disability, Record of a Disability and Retaliation (reasonable accommodation; discharge)	\$14,000 wages, training
Disability, Record of a Disability (reasonable accommodation)	\$2,500 wages, training

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Housing	
Disability (reasonable accommodation)	\$2,950: other affirmative relief

PUBLIC HEARINGS

In conformity with the Nebraska Fair Employment Practice Act, Section 48-1119, the Commission may take a case to Public Hearing if reasonable cause is found and attempts at conciliation are unsuccessful. The table below represents the Commission's activity after ordering Public Hearings in fiscal year 2016/2017, and the following tables give a brief composite of those hearings actually conducted during each respective fiscal year.

TABLE 30: PUBLIC HEARINGS

Fiscal Year	10/11	11/12	12/13	13/14	14/15	15/16	16/17
Numbered Ordered	2	1	1	2	4	3	2
Number Held*	1	0	1	1	0	1	3
Number Carried Over	1	1	1	1	0	2	3
Orders Issued (Final)	2	1	1	3	2	2	4
Pending	1	1	1	0	2	3	1

*A full and complete hearing was conducted.

TABLE 31: PUBLIC HEARING DISPOSITION
JULY 2016 - JUNE 2017

Total Final Orders Issued	4
Outcome of Final Orders:	
Violation found	0
No Violation Found	3
Settlement Prior to Hearing	0
Dismissal	1

TABLE 32: PUBLIC HEARING ORDERED; NOT HELD AS OF JUNE 30, 2017

<u>Complainant</u>	<u>Respondent</u>	<u>Case No.</u>	<u>Hearing Examiner</u>
Bayliss	Cedar Lodge, Inc., et al	3281-H	Mathias

**TABLE 33: PUBLIC HEARING ORDERED; COMPLAINT NOT SIGNED BY
COMPLAINANT AS OF JUNE 30, 2017**

<u>Complainant</u>	<u>Respondent</u>	<u>Case No.</u>	<u>Hearing Examiner</u>
None			

**TABLE 34: PUBLIC HEARING HELD; NO RECOMMENDED ORDER ISSUED BY
THE HEARING EXAMINER AS OF JUNE 30, 2017**

<u>Complainant</u>	<u>Respondent</u>	<u>Case No.</u>	<u>Hearing Examiner</u>
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**TABLE 35: CIVIL ACTION DISPOSITION
JULY 2016 - JUNE 2017**

For Complainant	0
Settlement	0
Dismissal	1
<hr/> TOTAL	1

HEARING DISPOSITION SUMMARY
July 1, 2016 through June 30, 2017

NEB 1-15/16-1-3235-H
Ramos vs. Sunset View Apartments et al
Retaliation (Discriminatory Acts under Section 818 (Coercion, Etc))

The Complainant alleged the Respondent retaliated against him by unjustly terminating his lease agreement because of his request for a reasonable accommodation (companion animal). The Commission found reasonable cause and the case was sent to public hearing. The Hearing Officer recommended the dismissal of this case because the Complainant produced no evidence to support the alleged charge of discrimination and did not appear at the scheduled time and place for the public hearing. The Commission accepted the Hearing Officer's recommendation and closed the case.

NEB 2-14/15-7-2977-H
Ebert vs. Douglas & Donna Simonson
Disability (Reasonable Accommodation & Terms and Conditions of Rental)

The Complainant alleged the Respondent failed to maintain the premises and reasonably accommodate his repair needs for the leased premises. The Commission found reasonable cause and the case was sent to public hearing. The Hearing Officer found in favor of the Respondent and recommended dismissal of this case. The Commission accepted the Hearing Officer's recommendation and closed the case.

NEB 2-14/15-8-2995-H
Fischer vs. Douglas & Donna Simonson
Disability (Reasonable Accommodation)

The Complainant alleged the Respondent failed to reasonably accommodate her maintenance requests. The Commission found reasonable cause and the case was sent to public hearing. The Hearing Officer found in favor of the Respondent and recommended dismissal of this case. The Commission accepted the Hearing Officer's recommendation and closed the case.

NEB 2-14/15-8-2994-H
Findeis vs. Ft. Calhoun Mobile Home Park, Inc.
Race (Failure to Rent)

The Complainant alleged the Respondent failed to rent to her due to her race. The Commission found reasonable cause and the case was sent to public hearing. The Hearing Officer found in favor of the Respondent and recommended dismissal of this case. The Commission accepted the Hearing Officer's recommendation and closed the case.

List of Cases Sent to Public Hearing in the Past Five Years

Case Number	Complainant	Respondent	Decision	Date Closed	Hearing Officer
41926	Brady	Husker Management, Inc. d/b/a Holiday Inn Express	Complainant Filed In Court	2/15/2013	M. Frost
42364	Chapman	MWE Services, Inc.	For Complainant	10/18/2013	W. Tringe, Jr.
42482	Montoya	Demarco Bros. Co.	Settlement	4/18/2013	J. Douglas
43332	Montoya	Demarco Bros. Co.	Settlement	4/18/2013	J. Douglas
44493	Hanson	Railcrew Xpress, LLC	Settlement	4/17/2015	W. Tringe, Jr.
44817	Hanson	Railcrew Xpress, LLC	Settlement	4/17/2015	W. Tringe, Jr.
44974	Gumby, Jr.	IOS/PCI, LLC	Settlement	11/20/2015	W. Tringe, Jr.
45584	Hunter, Jr.	NE/Corrections, Dept Of	For Respondent	6/17/2016	W. Tringe, Jr.
3235-H	Ramos	Sunset View Apartments, et al	Dismissal	12/16/2016	W. Tringe, Jr.
2977-H	Ebert	Simonson, Douglas & Donna	For Respondent	1/20/2017	R. Mathias
2995-H	Fischer	Simonson, Douglas & Donna	For Respondent	1/20/2017	R. Mathias
2994-H	Findeis	Ft. Calhoun Mobile Home Park, Inc.	For Respondent	4/21/2017	R. Mathias
3281-H	Bayliss	Cedar Lodge Inc., et al			R. Mathias

NOTES: Case numbers with a "-H" or "-HM" behind them are Housing cases. Case numbers with a "-PA" behind them are Public Accommodation cases. All other case numbers are employment cases.

RECORDS RETENTION: Pursuant to Rules 002-016 and 002-019 of the Nebraska Equal Opportunity Commission's Records Retention Schedule, these records are deleted/destroyed 5 years from the date of closure.