

STATE OF NEBRASKA
EQUAL OPPORTUNITY
COMMISSION



ANNUAL REPORT

Fiscal Year 2018/2019

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 communities and also engages in dialogue with consumers directly.

It is an essential responsibility of the NEOC to continue to conduct Technical Assistance programs for anyone with an interest in housing and employment in all areas of the state, including Scottsbluff/Gering, Grand Island, North Platte, South Sioux City, Lincoln, and Omaha, as well as the areas surrounding these population bases, and to be responsive to requests for outreach and training from any county or community in Nebraska. 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, academic institutions, 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 how to conduct an internal investigation.

Beyond 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. The sessions are generally attended by smaller groups and tend to focus on the specific discriminatory issues of a filed charge. Such training sessions allow the NEOC to target trouble areas specifically experienced within individual housing providers or employers,

potentially resolving not only the reported situation but also furnishing 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 aired multiple times on NET, Nebraska's public television provider, and continues to be available to the public on NET's website in 2019 and into the foreseeable future.

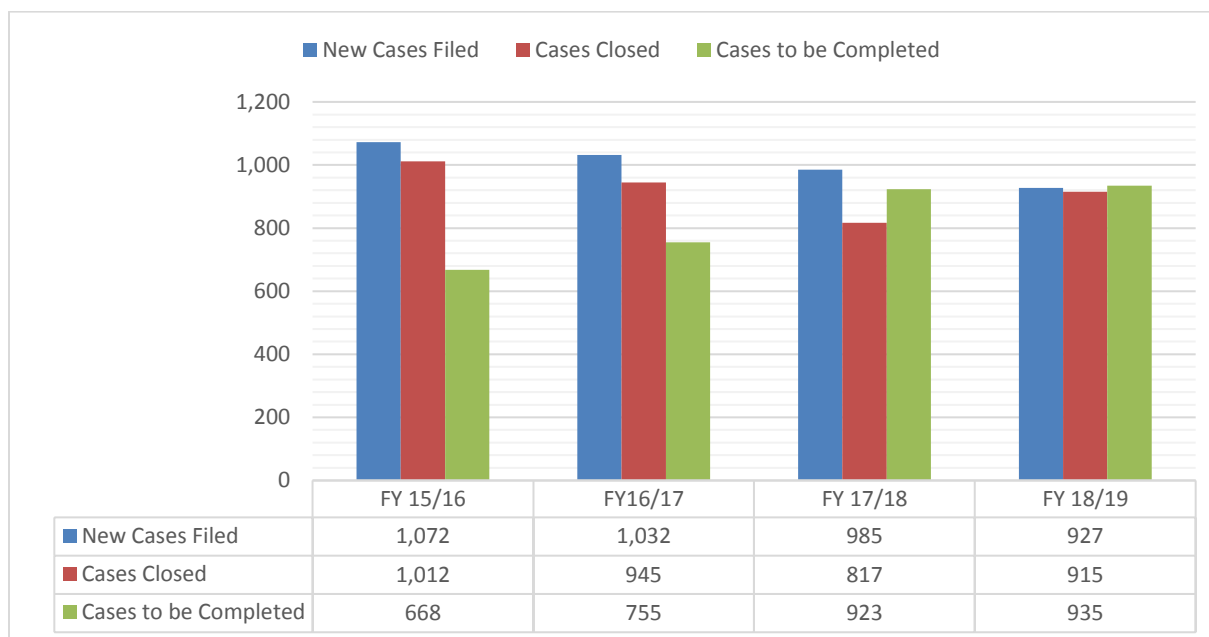
In late 2018, the NEOC placed advertisements on an Omaha City bus in an attempt to reach underserved populations. April, May and June 2019, the NEOC contracted to broadcast 75 commercials per month on the radio station La Nueva Radio, utilizing partnership funds from the EEOC. These commercials were entirely in Spanish as the NEOC sought to continue to improve outreach to the Hispanic community. La Nueva radio broadcasts in FM and AM to the entire eastern half of Nebraska, including the Omaha, Lincoln and Tri-Cities areas and beyond.

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 employers, and also to 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. WebEx has also been used to reach a state-wide audience without requiring that audience to travel to a specific town, as dozens of participants from multiple cities can view and interact with a presentation at once.

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



The 927 **new** cases filed in FY 18/19 include: 853 employment cases; 50 housing cases; and 24 public accommodation cases

The 915 cases **closed** in FY 18/19 include: 883 Commission initial actions; 12 conciliation actions; 0 public hearing action; and 20 civil actions (housing).

The 935 cases **to be completed** at the end of FY 18/19 include: 929 cases to be investigated, 5 cases in conciliation, 0 cases in public hearing, and 1 case in civil action.

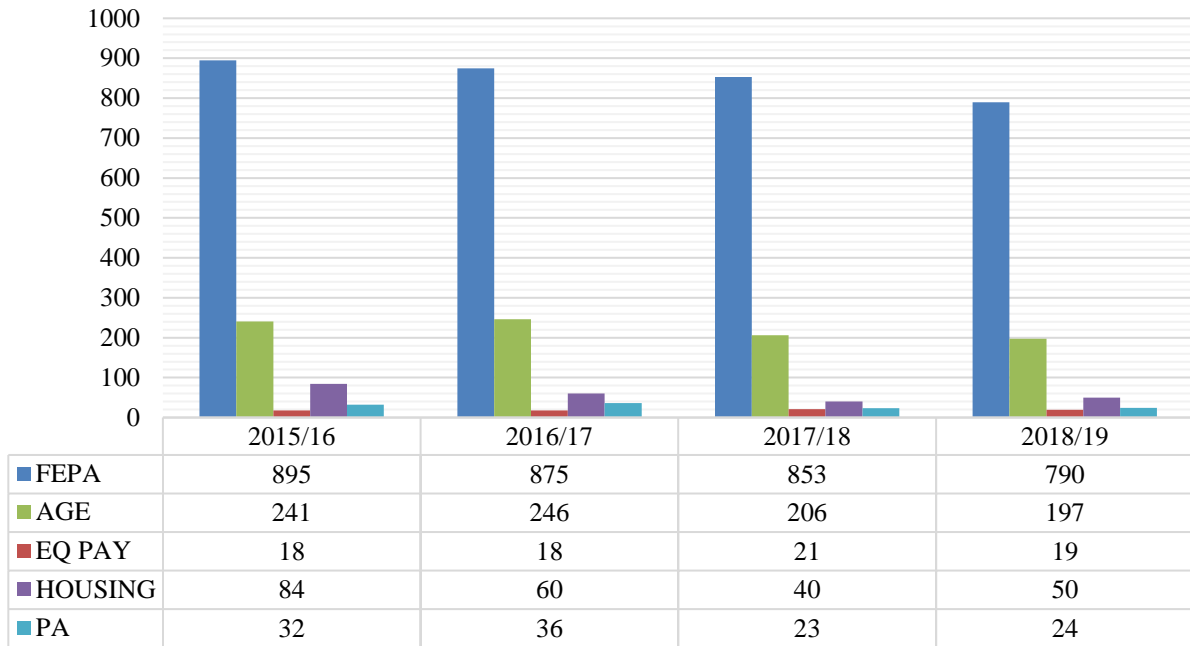
NOTES/HIGHLIGHTS

New charges filed represent a 6% decrease from FY 17/18.

Cases closed represent a 12% increase from FY 17/18.

Cases to be completed at the end of the fiscal year represent a 1% increase from FY 17/18.

**TABLE 2: CHARGES OF ALLEGED DISCRIMINATION
FILED DURING CURRENT AND PREVIOUS YEARS BY STATUTE
2015/16 – 2018/19**



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:

Our case tracking system provides an accurate count of the descriptive data for our case intake and production, summarized in the tables that follow:

TABLE 3: BASIS OF CHARGES FILED BY STATUTE
FY 2018/19

BASIS	EMPLOYMENT			HOUSING/PUBLIC ACCOM.		TOTALS
	FEPA	EQ PAY	AGE	HOUSING	PUBLIC ACCOM.	
RACE	239			11	22	272
COLOR	223			2	22	247
SEX	221	19		4	5	249
SEX-PREGNANCY	28					28
AGE (40-70)			191			191
RELIGION	27			2	0	29
NATIONAL ORIGIN/ ANCESTRY	109			7	2	118
DISABILITY	383			35		418
MARITAL STATUS	9					9
FAMILIAL STATUS				2		2
RETALIATION	471	11	47	8	8	545
RETALIATION (Whistleblower)	75					75

Different protected classes have different issues for the laws we enforce.

The grayed out sections do not apply to the law.

**TABLE 4: ISSUES IN EMPLOYMENT AND PUBLIC
ACCOMMODATIONS CHARGES FILED IN FY 2018/19**

<u>ISSUE</u>	<u>NUMBER</u>
Discharge	498
Terms and Conditions of Employment	359
Harassment	217
Reasonable Accommodation	189
Discipline	179
Wages	171
Constructive Discharge	107
Suspension	87
Assignment	81
Sexual Harassment	68
Failure to Hire	62
Failure to Train	50
Failure to Promote	45
Intimidation	27
Demotion	24
Public Accommodation Issue	24
Benefits	17
Benefits-Insurance	17
References Unfavorable	16
Union Representation	8
Prohibited Medical Inquiry/Exam	6
Benefits-Retirement/Pension	6
Layoff	6
Breach of Confidentiality	5
Reinstatement	3
Severance Pay Denied	2
English Language Only Rule	2
Waivers	2
Other	1
Retirement-Involuntary	1
Other Language/Accent Issue	1
Paternity	1
Testing	1

The above table was changed last year to reflect that each instance of an issue is counted only once per charge.

Prior years reflected every time an issue was raised in each charge, often resulting in multiple instances of an issue per charge.

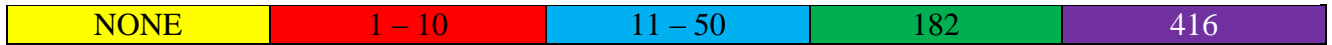
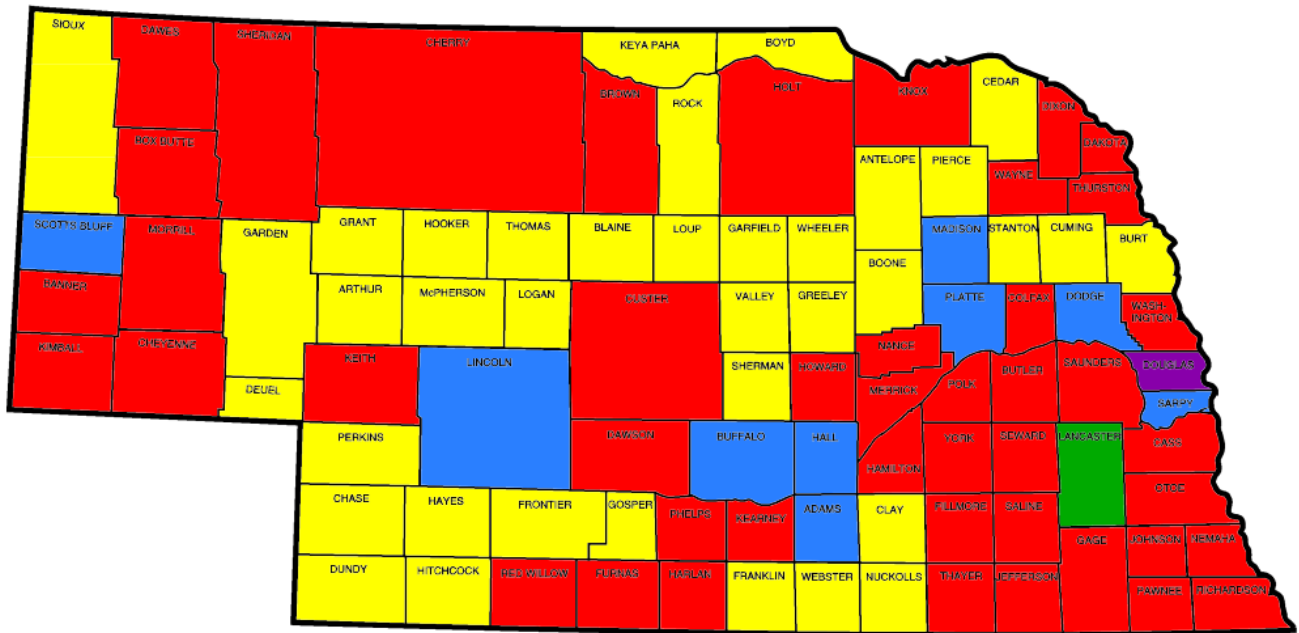
**TABLE 5: ISSUES IN HOUSING CHARGES FILED
FY 2018/19**

ISSUE	NUMBER
Terms, Conditions, Privileges, or Services and Facilities	43
Failure to Make Reasonable Accommodations	25
Deny or Make Housing Available	24
Discriminatory Acts under Section 818 (coercion, etc.)	14
Refusal to Rent	5
Refusal to Negotiate for Rental	5
Terms, Conditions, Privileges Relating to Rental	4
Advertising, statements and notices	1
Steering	1
Denial or Representation of Availability	1
Financing-Real Estate Transactions	1
Terms/Conditions-Loans	1
Zoning and Land-use Ordinances	1

**TABLE 6: COMPLAINANT CHARACTERISTICS
(for all laws)
FY 2017/18 – 2018/19**

MALE	FY 17/18	FY 18/19	FEMALE	FY 17/18	FY 18/19
Race			Race		
Black/African American	171	135	Black/African American	131	144
Native Hawaiian/Pacific Islander	1	0	Native Hawaiian/Pacific Islander	0	0
American India/Alaska Native	19	8	American India/Alaska Native	14	10
Bi-Racial/Multi-Racial	5	7	Bi-Racial/Multi-Racial	7	24
Asian	5	4	Asian	2	2
White	222	176	White	285	305
Ethnicity			Ethnicity		
Hispanic/Latino	65	62	Hispanic/Latino	64	70
Not Hispanic/Latino	391	306	Not Hispanic/Latino	425	446
National Origin			National Origin		
North America	378	304	North America	418	470
Middle East	7	7	Middle East	2	2
Hispanic	43	34	Hispanic	45	31
Europe	6	7	Europe	7	7
Caribbean	3	0	Caribbean	0	2
Asia	4	4	Asia	3	1
Africa	9	11	Africa	2	3
Unable to obtain info	11	11	Unable to obtain info	34	11

TABLE 7: CHARGES TAKEN BY COUNTY FY 2018/19



Adams	12	Deuel	0	Johnson	2	Red Willow	2
Antelope	0	Dixon	4	Kearney	2	Richardson	1
Arthur	0	Dodge	17	Keith	2	Rock	0
Banner	1	Douglas	416	Keya Paha	0	Saline	10
Blaine	0	Dundy	0	Kimball	3	Sarpy	42
Boone	0	Fillmore	2	Knox	1	Saunders	4
Box Butte	7	Franklin	0	Lancaster	182	Scotts Bluff	34
Boyd	0	Frontier	0	Lincoln	13	Seward	1
Brown	1	Furnas	2	Logan	0	Sheridan	2
Buffalo	15	Gage	10	Loup	0	Sherman	0
Burt	0	Garden	0	McPherson	0	Sioux	0
Butler	2	Garfield	0	Madison	13	Stanton	0
Cass	3	Gosper	0	Merrick	2	Thayer	3
Cedar	0	Grant	0	Morrill	1	Thomas	0
Chase	0	Greeley	0	Nance	1	Thurston	3
Cherry	1	Hall	29	Nemaha	3	Valley	0
Cheyenne	8	Hamilton	1	Nuckolls	0	Washington	9
Clay	0	Harlan	1	Otoe	5	Wayne	4
Colfax	2	Hayes	0	Pawnee	3	Webster	0
Cuming	0	Hitchcock	0	Perkins	0	Wheeler	0
Custer	7	Holt	3	Phelps	1	York	5
Dakota	5	Hooker	0	Pierce	0		
Dawes	2	Howard	1	Platte	11		
Dawson	7	Jefferson	1	Polk	2		

TABLE 8: CHARGES NOT DOCKETED

In FY 18/19, the Commission conducted a total of 572 intake interviews, or screenings, which did not result in the docketing of a charge of discrimination.

<u>Reason for Non-Filing</u>	<u>2016/17</u>	<u>2017/18</u>	<u>2018/19</u>
1. Respondent has too few employees	53	71	48
2. Allegations outside the Statute of Limitations	21	32	35
3. Complainant had no standing or basis to file	170	229	259
4. Informed of right to file, but declined to file	214	261	230
TOTAL NON-DOCKETED	458	593	572

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 4,673 other inquiries from the public in FY 18/19. The inquiries received can be categorized as follows:

<u>Contact Type</u>	<u>2016/17</u>	<u>2017/18</u>	<u>2018/19</u>
5. General Questions Answered	996	980	795
6. Employer Inquiries	1,473	1,361	1,132
7. Information Sent	16	27	44
8. Referred to an appropriate source of assistance	205	360	298
9. Complainant Inquiry	1,165	1,026	2,404
TOTALS	3,855	3,751	4,673
TOTALS - ALL CONTACTS	4,313	4,344	5,245

The NEOC website is regularly updated. Upcoming Commission Meeting information, as well as educational information, are available to assist the public. Individuals can also gain valuable information about the Commission, the laws we enforce, and how to file a complaint. In FY 18/19, there were 12,768 website hits to the NEOC home page.

TABLE 10: COMMISSION DETERMINATIONS

		FY 16/17	FY 17/18	FY 18/19
Reasonable Cause	NEOC (moved to conciliation)	17	18	12
	Adopted (moved to conciliation)	1	1	2
No Reasonable Cause				
No Reasonable Cause	NEOC	669	558	616
	Adopted	79	64	64
Pre-Determination Settlement				
Pre-Determination Settlement	NEOC	77	70	79
	Adopted	10	7	1
Mediation				
Mediation	NEOC	11	14	12
Withdrawal With Settlement				
Withdrawal With Settlement	NEOC	25	13	41
	Adopted	7	3	0
Withdrawal Without Settlement				
Withdrawal Without Settlement	NEOC	8	13	20
	Adopted	1	2	0
Failure to Locate				
Failure to Locate	NEOC	0	0	0
	Adopted	1	0	0
Failure to Cooperate				
Failure to Cooperate	NEOC	0	0	0
	Adopted	0	0	0
Lack of Jurisdiction				
Lack of Jurisdiction	NEOC	17	28	21
	Adopted	2	1	0
Complainant Filing/Filed in Court				
Complainant Filing/Filed in Court	NEOC	9	8	13
	Adopted	5	14	16
Other				
Other	NEOC	1	1	0
	Adopted	1	2	0

Table 10: COMMISSION DETERMINATIONS (continued)

		FY 16/17	FY 17/18	FY 18/19
Conciliations	Successful Conciliations	9	9	5
	Successful Conciliations – Adopted	0	0	0
	Unsuccessful Conciliations - Dismissals	0	1	1
	Unsuccessful Conciliations - Complainant Filing/Filed in Court	7	4	4
	Other - Adopted	1	1	2
	Unsuccessful Conciliations to Public Hearing or Civil Action	4	4	1
Public Hearings				
	For Complainant	0	0	0
	For Respondent	3	0	0
	Negotiated Settlement	0	1	0
	Other	1	0	0
Civil Action (Housing)				
	For Complainant	0	0	17
	Negotiated Settlements	0	1	1
	Other	0	0	0
	Dismissal	1	2	2

**TABLE 11: COMMISSION INITIAL DETERMINATIONS BY STATUTE
(CLOSED CASES)
FY 2018/19**

FAIR EMPLOYMENT PRACTICE ACT	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOMM.
783	199	23	44	25

TABLE 12: LACK OF JURISDICTION BASES

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

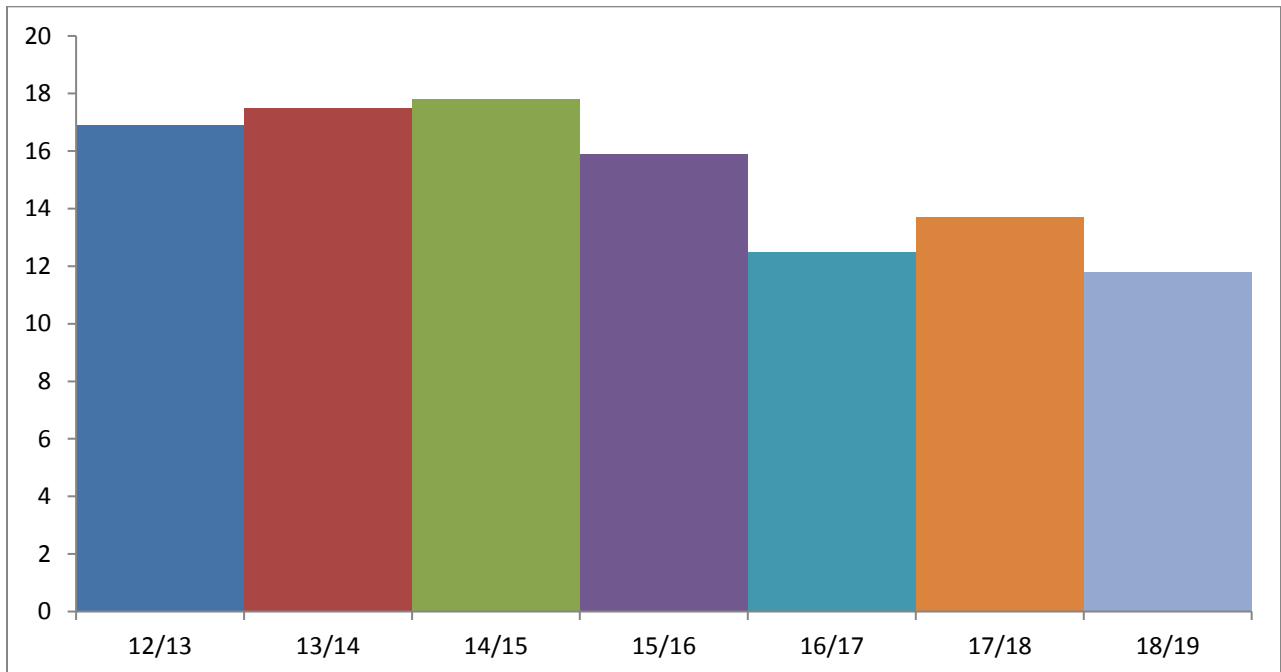
REASON FOR LACK OF JURISDICTION	FY 2017/18
Not Enough Employees	16
No Employer/Employee Relationship	5
Untimely Filed	4
Harms Occurred out of State	2
Judges Orders	2
TOTAL	29

REASON FOR LACK OF JURISDICTION	FY 2018/19
Not Enough Employees	7
Other	2
No Employer/Employee Relationship	8
Untimely Filed	3
Harms Occurred Out of State	1
TOTAL	21

TABLE 13: COMPARATIVE CAUSE/SETTLEMENT FIGURES

FY 2012/13 – 2018/19

Fiscal Year	Cause & Settlements Percent of Initial Determinations	Combined Number of Cases
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
17/18	13.7	110
18/19	11.8	106



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

	FY 14/15	FY 15/16	FY 16/17	FY 17/18	FY 18/19
Sent to ADR	100	88	94	93	91
Successful Mediation	21	13	11	14	12
Successful Pre-Determination Settlement	39	21	31	33	31
Withdrawal with Settlement	0	1	7	4	1
Failed ADR (either Mediation or PDS)	19	19	12	13	18
No Longer Wanted to Pursue ADR	24	33	33	23	31
Pending	16	17	17	23	21

The NEOC's Alternative Dispute Resolution (ADR) program was created 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 discuss 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 18/19 the NEOC resolved 43 cases during the investigative stage.

The NEOC also endeavors to resolve housing cases. Discussions regarding resolution are an ongoing process throughout the investigation for all housing cases. In FY 18/19, the NEOC settled 5 housing cases which is 11% of the total initial housing decisions by the NEOC.

The flexibility of ADR allows both parties to craft resolutions which involve not only monetary relief but also non-monetary outcomes.

TABLE 15: NON-MONETARY RELIEF
FY 2018/19

Employment and Public Accommodations

Adverse Material Removed from File

Apology

Benefits – Other

NEOC/EEOC Notices (Posters)

Neutral Reference

Policy Change

Procedural/Practice Change

Training/Apprenticeship

Religious Accommodations

Housing

Affirmative Relief – Other

Policy Revisions

Training

Reasonable Accommodations - Other

TABLE 16: MONETARY RELIEF BY LAW

FY 2018/19

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	\$ 562,688	\$0	\$3,497	\$ 566,185
Mediation	\$ 86,628	0	0	\$ 86,628
Withdrawals with Settlement	\$ 241,371	0	0	\$ 241,371
Conciliation	\$ 135,891	0	\$ 0	\$ 135,891
Public Hearing	0	0	0	0
Litigation	0	0	\$ 500	\$ 500
TOTAL	\$1,026,578	\$0	\$3,997	\$1,030,575

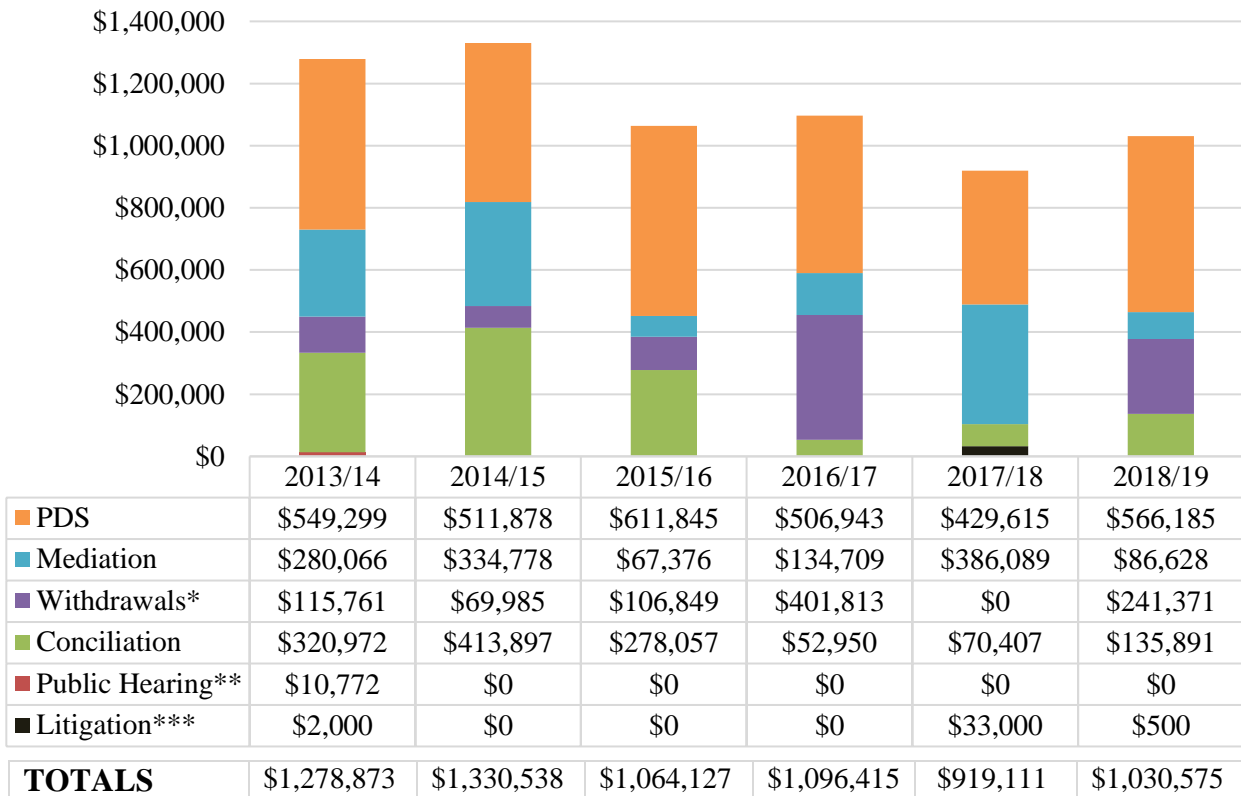
The following chart reflects approximately how many people have benefitted from the different types of settlements available with the NEOC process. Besides the Complainant, others can benefit by attending EEO training and/or a policy or procedural/practice change.

TABLE 17: NUMBER OF PEOPLE BENEFITING

FY 2018/19

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	228	0	27	255
Mediation	37	0	0	37
Withdrawals with Settlement	38	0	0	38
Conciliation	25	0	0	25
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	328	0	27	355

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.

*** This monetary relief was achieved by the Attorney General’s Office on cases sent to their office for civil action/litigation.

**CASE COMPLETION SUMMARY TABLES
FY 2014/15 – 2018/19**

TABLE 19: AVERAGE CASE PROCESSING TIME

	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>
Average Hours Worked on Case File	11.68	12.33	15.05	15.79	15.67

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TABLE 20: AVERAGE DAYS PER INVESTIGATION

	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>
Average Days	80.6	88.5	90.2	95.9	150.9

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

	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>
Date Filed to Assignment of Investigator	95	105	139	179	191
Date Filed to Cause/No Cause Decision	194	216	255	309	342

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TABLE 22: CAUSE CASES

	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>
Out of Cause/No Cause Cases, This Percentage went Cause	5%	6%	3%	3%	2%

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TABLE 23: CONCILIATION TIME PER CASE

	<u>FY 14/15</u>	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>
Average Conciliation Hours Worked on Case	3	2	2	1	1
Average Days in Conciliation	92	56	140	91	158

TABLE 24: REASONABLE CAUSE CASES BY STATUTE

FY 2018/19

FEPA	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOM
13	1	0	1	0

TABLE 25: REASONABLE CAUSE CASES BY BASIS

FY 2018/19

BASIS	CASES	BASIS	CASES
Race	7	Disability	7
Color	7	Religion	0
Sex	0	Marital Status	0
Sex-Pregnancy	1	Retaliation	4
National Origin	0	Retaliation – Whistleblower	4
Age	1	Familial Status	0

TABLE 26: REASONABLE CAUSE CASES BY ISSUE

FY 2018/19

ISSUES	CASES	ISSUES	CASES
Employment & Public Accommodations		Housing	
Discharge	9	Accommodations (Housing)	1
Accommodation (Employment)	2	Failure to Rent	1
Terms/Conditions of Employment	3		
Wages	1		
Assignment	1		
Severance Pay	1		
Prohibited Medical Inquiry	1		

TABLE 27: CONCILIATION SUMMARY
FY 2018/2019

Total Conciliations Attempted.....	13
Successful	5
Unsuccessful (Forwarded to Hearing)	0
Unsuccessful (Forwarded to Civil Action-Housing)	1
Administratively Closed	7
a. Unsuccessful - Dismissals.....	3*
b. Complainant Filing in Court.....	4
Total Dollars	\$135,891

* 2 Adopted Decisions

TABLE 28: CONCILIATIONS

FISCAL YEAR	2014/15	2015/16	2016/17	2017/18	2018/19
Cases to Conciliation (Reasonable Cause)	47	52	18	19	14
Cases Pending from Prior Fiscal Year	13	11	7	4	4
TOTAL CASES	60	63	25	23	18
Conciliations Attempted	49	56	21	19	13
Successful Conciliations	27	18	9	9	5
Unsuccessful Conciliations	5	22	4	4	1
Conciliations Administratively Closed	17	16	8	6	7
MONETARY RELIEF	\$413,897	\$263,057	\$52,950	\$67,907	\$135,891
Conciliation Pending	11	7	7	4	5

TABLE 29: SUCCESSFUL CONCILIATION DETAIL - AFTER A CAUSE FINDING

FY 2018/19

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Employment and Public Accommodations	
Sex (discharge)	\$1,600 wages and training
Disability (reasonable accommodation, wages constructive discharge)	\$83,290.75 wages
Disability and Record of Disability (discharge)	\$1,000 lump sum
Sex, Pregnancy (discharge)	\$20,000 wages
Disability, Record of Disability and Retaliation (reasonable accommodation, discharge, benefits)	\$30,000 wages

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Housing	
NA	

PUBLIC HEARINGS

Per 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 for the past seven fiscal years, and the following tables give a brief composite of those hearings actually conducted during each respective fiscal year.

TABLE 30: PUBLIC HEARINGS

Fiscal Year	12/13	13/14	14/15	15/16	16/17	17/18	18/19
Numbered Ordered	1	2	4	3	2	0	0
Number Held*	1	1	0	1	3	0	0
Number Carried Over	1	1	0	2	3	1	0
Orders Issued (Final)	1	3	2	2	4	1	0
Pending	1	0	2	3	1	0	0

*A full and complete hearing was conducted.

TABLE 31: PUBLIC HEARING DISPOSITION
JULY 2018 - JUNE 2019

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

TABLE 32: PUBLIC HEARING ORDERED; NOT HELD AS OF JUNE 30, 2019

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

**TABLE 33: PUBLIC HEARING ORDERED; COMPLAINT NOT SIGNED BY
COMPLAINANT AS OF JUNE 30, 2019**

<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, 2019**

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

**TABLE 35: CIVIL ACTION DISPOSITION
JULY 2018 - JUNE 2019**

For Complainant	17
Settlement	1
Dismissal	2
<hr/>	
TOTAL	20

**HEARING DISPOSITION SUMMARY
July 1, 2018 through June 30, 2019**

None

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

Case Number	Complainant	Respondent	Decision	Date Closed	Hearing Officer
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	Settlement	11/17/2017	R. Mathias

NOTES: Case numbers with a "-H" behind them are Housing cases. Case numbers with a "-PA" behind them are Public Accommodations 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.