

STATE OF NEBRASKA

EQUAL OPPORTUNITY COMMISSION



ANNUAL REPORT

Fiscal Year 2019/2020

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 an essential responsibility 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, 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, 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.

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. Though these sessions are generally attended by smaller groups, they 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.

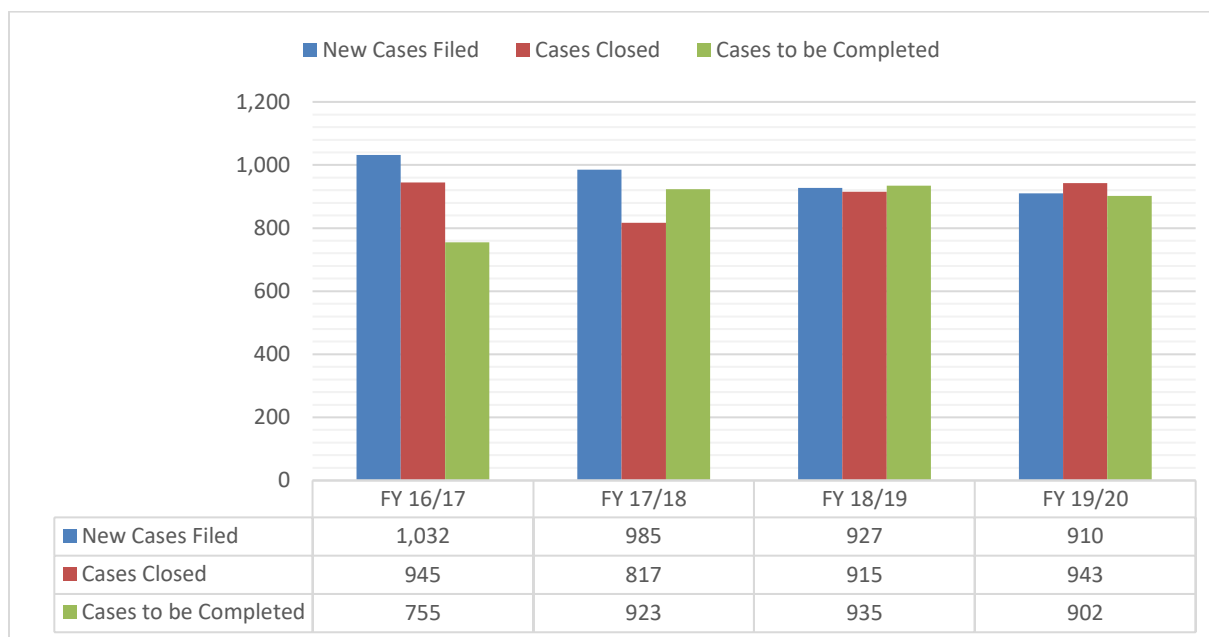
In late 2016, the NEOC partnered with Nebraska Public Media and multiple municipal and nonprofit fair housing agencies to produce a thirty minute "Connects" television program about fair housing issues in the state. The program continues to be available to the public on Nebraska Public Media's website in 2019-2020 and into the foreseeable future, and they occasionally run the program as a rerun statewide on public television.

As technology advances, it is important to continue finding new ways to reach our fellow Nebraskans with our mission of education. The beginning of the pandemic in early 2020 emphasized the need to be able to safely educate the public within a new paradigm. Thanks to prior efforts, the NEOC was well-positioned to utilize technologies such as Webex and Zoom to continue without disruption in providing high-quality presentations, outreach and education whenever needed or requested. These technologies are scalable and suitable for both smaller audiences such as individual housing providers and employers, and also to provide larger-size webinars and e-conferences to groups of up to dozens or even hundreds of participants across the state. Outside of the pandemic, online platforms have 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 and larger satellite offices in Lincoln and Omaha, as well as giving the NEOC new ways to be fiscally responsible while not losing any actual outreach capability. Furthermore, these platforms allow those we educate and partner with to save money and time as well as they do not need to travel to a specific central location to attend, allowing any number of participants from multiple cities/offices statewide, or even management out of state for companies with remote workers in-state, to 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.

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TABLE 1: CASE SUMMARY



The 910 **new** cases filed in FY 19/20 include: 831 employment cases; 49 housing cases; and 30 public accommodation cases.

The 943 cases **closed** in FY 19/20 include: 932 Commission initial actions; 9 conciliation actions; 0 public hearing actions; and 2 civil actions (housing).

The 902 cases **to be completed** at the end of FY 19/20 include: 893 cases to be investigated, 7 cases in conciliation, 2 cases in public hearing, and 0 cases in civil action.

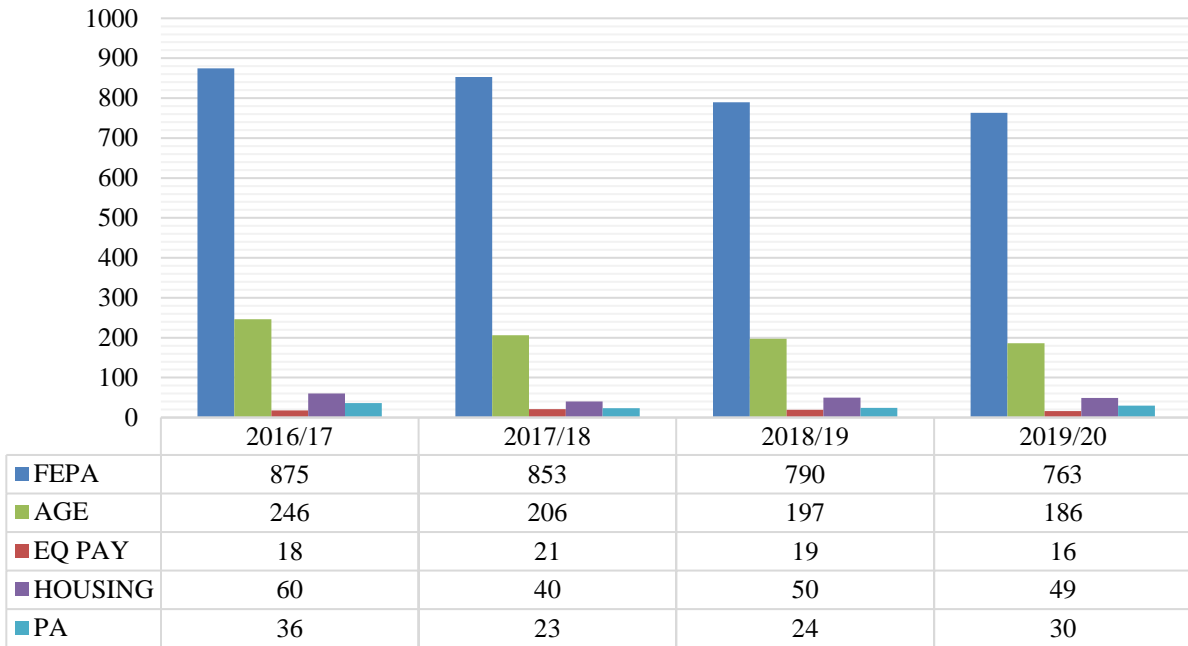
NOTES/HIGHLIGHTS

New charges filed represent a 2% decrease from FY 18/19.

Cases closed represent a 3% increase from FY 18/19.

Cases to be completed at the end of the fiscal year represent a 4% decrease from FY 18/19.

**TABLE 2: CHARGES OF ALLEGED DISCRIMINATION
FILED DURING CURRENT AND PREVIOUS YEARS BY STATUTE
2016/17 – 2019/20**



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 2019/20

BASIS	EMPLOYMENT			HOUSING/PUBLIC ACCOM.		TOTALS
	FEPA	EQ PAY	AGE	HOUSING	PUBLIC ACCOM.	
RACE	230			13	25	268
COLOR	52			6	1	59
SEX	198	14		7	11	230
SEX-PREGNANCY	26					26
AGE (40-70)			179			179
RELIGION	33			1	2	36
NATIONAL ORIGIN/ ANCESTRY	107			4	5	116
DISABILITY	348			32	0	380
MARITAL STATUS	9					9
FAMILIAL STATUS				3		3
RETALIATION	457	7	49	4	16	533
RETALIATION (Whistleblower)	85					85
WAGE RETALIATION	12					12

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 2019/20**

<u>ISSUE</u>	<u>NUMBER</u>
Discharge	460
Terms and Conditions of Employment	338
Harassment	262
Reasonable Accommodation	189
Wages	186
Discipline	132
Constructive Discharge	113
Assignment	89
Suspension	76
Sexual Harassment	67
Failure to Hire	66
Failure to Train	42
Failure to Promote	31
Public Accommodation Issue	30
Prohibited Medical Inquiry/Exam	26
Demotion	24
Intimidation	22
Benefits	22
Benefits-Insurance	17
References Unfavorable	14
Severance Pay Denied	9
Union Representation	8
English Language Only Rule	4
Benefits-Retirement/Pension	3
Breach of Confidentiality	3
Layoff	1
Retirement-Involuntary	1
Other Language/Accent Issue	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 2019/20**

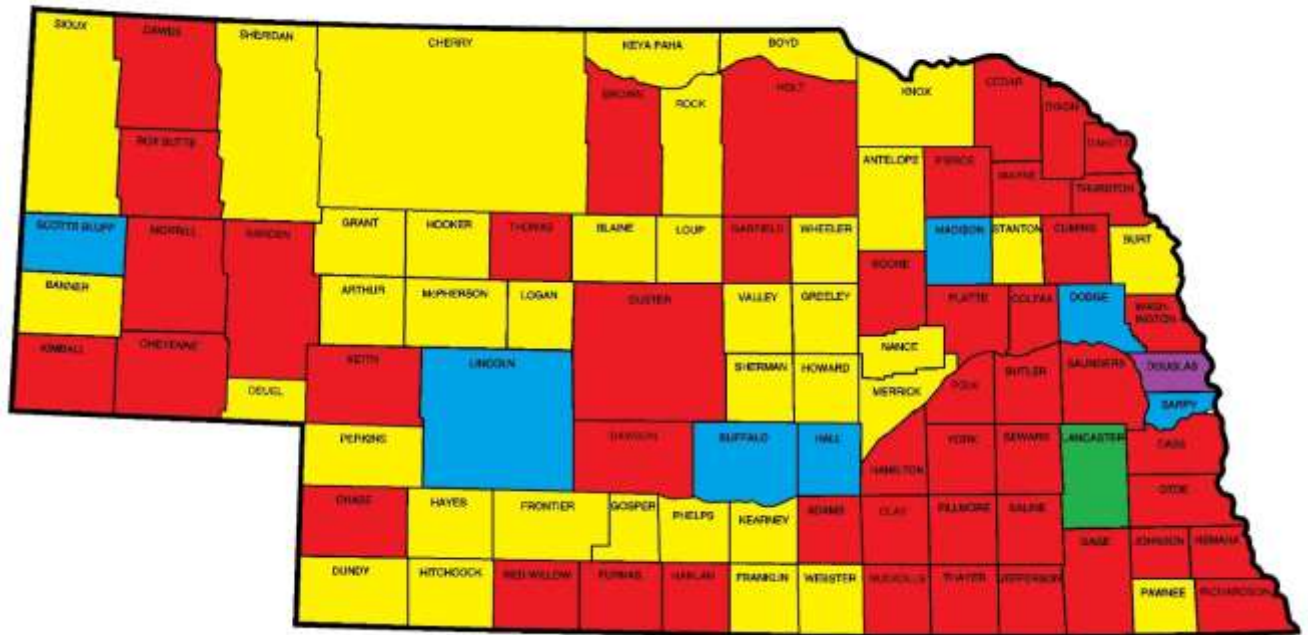
ISSUE	NUMBER
Terms, Conditions, Privileges, or Services and Facilities	42
Failure to Make Reasonable Accommodations	19
Deny or Make Housing Available	17
Discriminatory Acts under Section 818 (coercion, etc.)	9
Refusal to Negotiate for Rental	6
Refusal to Rent	4
Terms, Conditions, Privileges Relating to Rental	3
Advertising, Statements and Notices	1
Steering	1
Refusal to Rent & Negotiate for Rental	1
Non-compliance with Design & Construction (handicap)	1
Discriminatory Acts Under Section 901 (criminal)	1
Failure to Permit Reasonable Modification	1

**TABLE 6: COMPLAINANT CHARACTERISTICS
(for all laws)
FY 2018/19 – 2019/20**

MALE	FY 18/19	FY 19/20	FEMALE	FY 18/19	FY 19/20
Race			Race		
Black/African American	135	137	Black/African American	144	145
Native Hawaiian/Pacific Islander	0	0	Native Hawaiian/Pacific Islander	0	1
American India/Alaska Native	8	7	American India/Alaska Native	10	7
Bi-Racial/Multi-Racial	7	15	Bi-Racial/Multi-Racial	24	12
Asian	4	8	Asian	2	8
White	176	186	White	305	251
Ethnicity			Ethnicity		
Hispanic/Latino	62	49	Hispanic/Latino	70	51
Not Hispanic/Latino	306	333	Not Hispanic/Latino	446	398
National Origin			National Origin		
North America	304	317	North America	470	398
Middle East	7	10	Middle East	2	2
Hispanic	34	27	Hispanic	31	25
Europe	7	8	Europe	7	6
Caribbean	0	1	Caribbean	2	2
Asia	4	7	Asia	1	6
Africa	11	11	Africa	3	7
Unable to obtain info	11	4	Unable to obtain info	11	13

Note: 6 cases were filed by an entity, therefore, were neither male nor female.

TABLE 7: CHARGES TAKEN BY COUNTY FY 2019/20



NONE	1 – 10	11 – 50	178	425
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Adams	10	Deuel	0	Johnson	3	Red Willow	1
Antelope	0	Dixon	1	Kearney	0	Richardson	1
Arthur	0	Dodge	14	Keith	3	Rock	0
Banner	0	Douglas	425	Keya Paha	0	Saline	10
Blaine	0	Dundy	0	Kimball	1	Sarpy	45
Boone	1	Fillmore	1	Knox	0	Saunders	2
Box Butte	4	Franklin	0	Lancaster	178	Scotts Bluff	28
Boyd	0	Frontier	0	Lincoln	19	Seward	6
Brown	2	Furnas	2	Logan	0	Sheridan	0
Buffalo	14	Gage	7	Loup	0	Sherman	0
Burt	0	Garden	1	McPherson	0	Sioux	0
Butler	1	Garfield	1	Madison	11	Stanton	0
Cass	2	Gosper	0	Merrick	0	Thayer	2
Cedar	1	Grant	0	Morrill	3	Thomas	1
Chase	1	Greeley	0	Nance	0	Thurston	1
Cherry	0	Hall	34	Nemaha	4	Valley	0
Cheyenne	4	Hamilton	4	Nuckolls	1	Washington	2
Clay	2	Harlan	3	Otoe	5	Wayne	1
Colfax	2	Hayes	0	Pawnee	0	Webster	0
Cuming	2	Hitchcock	0	Perkins	0	Wheeler	0
Custer	2	Holt	1	Phelps	0	York	9
Dakota	8	Hooker	0	Pierce	1		
Dawes	1	Howard	0	Platte	8		
Dawson	8	Jefferson	4	Polk	1		

TABLE 8: CHARGES NOT DOCKETED

In FY 19/20, the Commission conducted a total of 454 intake interviews, or screenings, which did not result in the docketing of a charge of discrimination.

<u>Reason for Non-Filing</u>	<u>2017/18</u>	<u>2018/19</u>	<u>2019/20</u>
1. Respondent has too few employees	71	48	36
2. Allegations outside the Statute of Limitations	32	35	20
3. Complainant had no standing or basis to file	229	259	249
4. Informed of right to file, but declined to file	261	230	149
TOTAL NON-DOCKETED	593	572	454

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 4,105 other inquiries from the public in FY 19/20. The inquiries received can be categorized as follows:

<u>Contact Type</u>	<u>2017/18</u>	<u>2018/19</u>	<u>2019/20</u>
5. General Questions Answered	980	795	751
6. Employer Inquiries	1,361	1,132	1,099
7. Information Sent	27	44	11
8. Referred to an appropriate source of assistance	360	298	288
9. Complainant Inquiry	1,026	2,404	1,956
TOTALS	3,751	4,673	4,105
TOTALS - ALL CONTACTS	4,344	5,245	4,559

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 19/20, there were 12,296 website hits to the NEOC home page.

TABLE 10: COMMISSION DETERMINATIONS

		FY 17/18	FY 18/19	FY 19/20
Reasonable Cause	NEOC (moved to conciliation)	18	12	13
	Adopted (moved to conciliation)	1	2	1
No Reasonable Cause	NEOC	558	616	616
	Adopted	64	64	102
Pre-Determination Settlement	NEOC	70	79	91
	Adopted	7	1	5
Mediation	NEOC	14	12	13
Withdrawal With Settlement	NEOC	13	41	20
	Adopted	3	0	5
Withdrawal Without Settlement	NEOC	13	20	16
	Adopted	2	0	1
Failure to Locate	NEOC	0	0	0
	Adopted	0	0	0
Failure to Cooperate	NEOC	0	0	0
	Adopted	0	0	0
Lack of Jurisdiction	NEOC	28	21	27
	Adopted	1	0	2
Complainant Filing/Filed in Court	NEOC	8	13	13
	Adopted	14	16	14
Other	NEOC	1	0	6
	Adopted	2	0	1
Conciliations	Successful Conciliations	9	5	8
	Successful Conciliations – Adopted	0	0	0
	Unsuccessful Conciliations - Dismissals	1	1	1
	Unsuccessful Conciliations - Complainant Filing/Filed in Court	4	4	0
	Other - Adopted	1	2	1
	Unsuccessful Conciliations to Public Hearing or Civil Action	4	1	3
Public Hearings	For Complainant	0	0	0
	For Respondent	0	0	0
	Negotiated Settlement	1	0	0
	Other	0	0	0
Civil Action (Housing)	For Complainant	0	17	0
	For Respondent	0	0	1
	Negotiated Settlements	1	1	0
	Other	0	0	0
	Dismissal	2	2	1

**TABLE 11: COMMISSION INITIAL DETERMINATIONS BY STATUTE
(CLOSED CASES)
FY 2019/20**

FAIR EMPLOYMENT PRACTICE ACT	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOMM.
795	216	17	47	30

**TABLE 12: LACK OF JURISDICTION BASES
(3 years)**

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

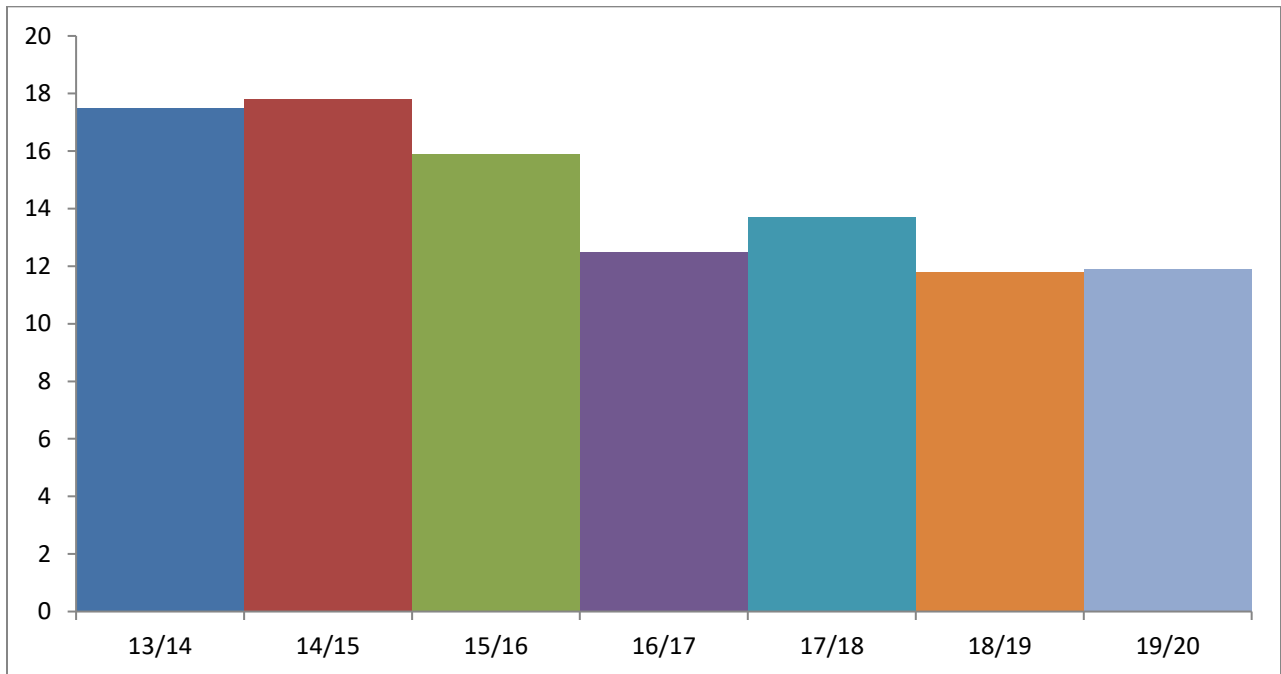
REASON FOR LACK OF JURISDICTION	FY 2018/19
No Employer/Employee Relationship	8
Not Enough Employees	7
Untimely Filed	3
Other	2
Harms Occurred Out of State	1
TOTAL	21

REASON FOR LACK OF JURISDICTION	FY 2019/20
Not Enough Employees	11
Other	8
No Employer/Employee Relationship	7
Untimely Filed	1
TOTAL	27

TABLE 13: COMPARATIVE CAUSE/SETTLEMENT FIGURES

FY 2013/14 – 2019/20

Fiscal Year	Cause & Settlements Percent of Initial Determinations	Combined Number of Cases
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
19/20	11.9	113



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

	FY 15/16	FY 16/17	FY 17/18	FY 18/19	FY 19/20
Sent to ADR	88	94	93	91	87
Successful Mediation	13	11	14	12	14
Successful Pre-Determination Settlement	21	31	33	31	29
Withdrawal with Settlement	1	7	4	1	2
Failed ADR (either Mediation or PDS)	19	12	13	18	12
No Longer Wanted to Pursue ADR	33	33	23	31	31
Pending	17	17	23	21	20

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 19/20 the NEOC resolved 51 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 19/20, the NEOC settled 11 housing cases which is 22% 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 OBTAINED
FY 2019/20

Employment and Public Accommodations

Adverse Material Removed from File
Apology
Benefits – Other
Neutral Reference
Policy Change
Procedural/Practice Change
Reasonable Accommodation
Reinstatement
Seniority Restored
Training/Apprenticeship

Housing

Advertising Practice Change
Housing
Ordinance Change
Policy Revisions
Reasonable Accommodation - Animal
Reasonable Accommodation - Other
Terms & Conditions Change
Third Party Monitoring/Testing
Training

TABLE 16: MONETARY RELIEF BY LAW

FY 2019/20

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	\$ 330,452	\$12,800	\$19,592	\$ 362,844
Mediation	\$ 456,181	0	0	\$ 456,181
Withdrawals with Settlement	\$ 197,875	0	0	\$ 197,875
Conciliation	\$ 88,100	0	\$ 2,132	\$ 90,232
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	\$1,072,608	\$12,800	\$21,724	\$1,107,132

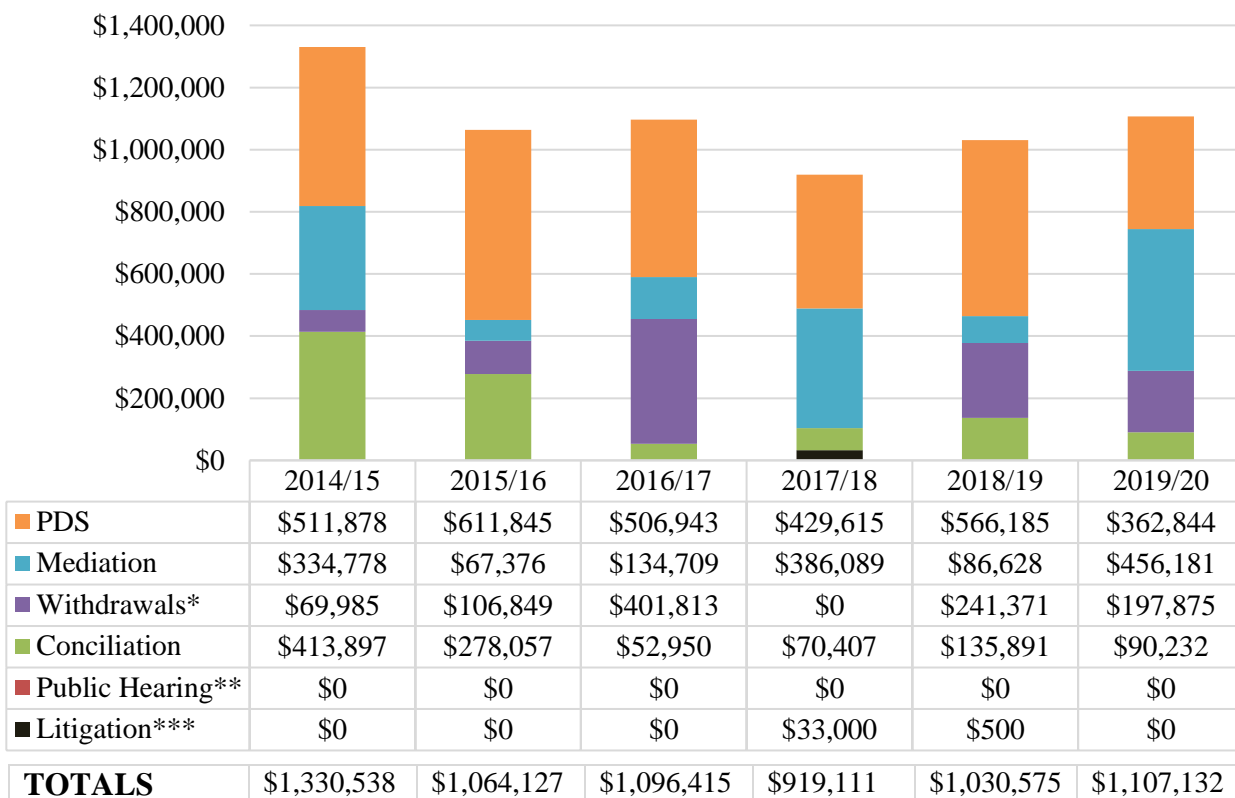
The following chart reflects approximately how many people have benefitted from the different types of settlements available with the NEOC process. Besides the Complainant, others can benefit by attending EEO training and/or a policy or procedural/practice change.

TABLE 17: NUMBER OF PEOPLE BENEFITING

FY 2019/20

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	397	7	503	907
Mediation	40	0	0	40
Withdrawals with Settlement	20	0	0	20
Conciliation	15	0	0	15
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	472	7	503	982

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 2015/16 – 2019/20**

TABLE 19: AVERAGE CASE PROCESSING TIME

	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>
Average Hours Worked on Case File	12.33	15.05	15.79	15.67	15.99

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TABLE 20: AVERAGE DAYS PER INVESTIGATION

	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>
Average Days	88.5	90.2	95.9	150.9	225.1

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

	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>
Date Filed to Assignment of Investigator	105	139	179	191	189
Date Filed to Cause/No Cause Decision	216	255	309	342	414

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TABLE 22: CAUSE CASES

	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>
Out of Cause/No Cause Cases, This Percentage went Cause	6%	3%	3%	2%	2%

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TABLE 23: CONCILIATION TIME PER CASE

	<u>FY 15/16</u>	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>
Average Conciliation Hours Worked on Case	2	2	1	1	1
Average Days in Conciliation	56	140	91	158	115

TABLE 24: REASONABLE CAUSE CASES BY STATUTE

FY 2019/20

FEPA	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOM
9	1	0	3	0

TABLE 25: REASONABLE CAUSE CASES BY BASIS

FY 2019/20

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

TABLE 26: REASONABLE CAUSE CASES BY ISSUE

FY 2019/20

ISSUES	CASES	ISSUES	CASES
Employment & Public Accommodations		Housing	
Accommodation (Employment)	4	Accommodations (Housing)	2
Discharge	3	Failure to Rent	1
Hiring	3	Terms/Conditions (Housing)	1
Wages	3	Discriminatory Acts Under Section 818 (coercion, etc.)	1
Harassment	2		
Terms/Conditions of Employment	2		
Assignment	1		
Demotion	1		

TABLE 27: CONCILIATION SUMMARY
FY 2019/2020

Total Conciliation Outcome.....	12
Successful	8
Unsuccessful (Forwarded to Hearing)	2
Unsuccessful (Forwarded to Civil Action-Housing)	1
Administratively Closed	1
a. Unsuccessful - Dismissals.....	1*
b. Complainant Filing in Court.....	0

Total Dollars \$90,232

* 1 Adopted Decision

TABLE 28: CONCILIATIONS

FISCAL YEAR	2015/16	2016/17	2017/18	2018/19	2019/20
Cases to Conciliation (Reasonable Cause)	52	18	19	14	13
Cases Pending from Prior Fiscal Year	11	7	4	4	5
TOTAL CASES	63	25	23	18	18
Conciliation Outcome	56	21	19	13	12
Successful Conciliations	18	9	9	5	8
Unsuccessful Conciliations	22	4	4	1	3
Conciliations Administratively Closed	16	8	6	7	1
MONETARY RELIEF	\$263,057	\$52,950	\$67,907	\$135,891	\$90,232
Conciliation Pending	7	4	4	5	7

TABLE 29: SUCCESSFUL CONCILIATION DETAIL - AFTER A CAUSE FINDING

FY 2019/20

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Employment and Public Accommodations	
Pregnancy; Retaliation (Reasonable Accommodation; Wages)	\$2,300 (wages)
Race; Color (Discharge)	\$3,000 (lump sum)
Race; Color (Discharge)	\$3,000 (lump sum)
Age (Hiring)	\$4,000 (lump sum)
Disability; Record of a Disability; Retaliation (Discharge)	\$38,333.34 (lump sum), \$5,000 (wages), \$21,666,66 (attorney's fees)
Disability; Record of a Disability; Retaliation (Reasonable Accommodation; Demotion)	\$1,800 (wages)
Disability; Record of a Disability; National Origin; Retaliation (Reasonable Accommodation; Discharge)	\$9,000 Wages

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Housing	
Retaliation	\$300 (lump sum); \$1,832.20 (final judgement)

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	13/14	14/15	15/16	16/17	17/18	18/19	19/20
Numbered Ordered	2	4	3	2	0	0	2
Number Held*	1	0	1	3	0	0	0
Number Carried Over	1	0	2	3	1	0	0
Orders Issued (Final)	3	2	2	4	1	0	0
Pending	0	2	3	1	0	0	2

*A full and complete hearing was conducted.

TABLE 31: PUBLIC HEARING DISPOSITION

JULY 2019 - JUNE 2020

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, 2020

<u>Complainant</u>	<u>Respondent</u>	<u>Case No.</u>	<u>Hearing Examiner</u>
Jura	Commodore, LLC	3452	Maurstad
Koenig	NE/Veterans' Affairs	49380	Maurstad

**TABLE 33: PUBLIC HEARING ORDERED; COMPLAINT NOT SIGNED BY
COMPLAINANT AS OF JUNE 30, 2020**

<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, 2020**

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

**TABLE 35: CIVIL ACTION DISPOSITION
JULY 2019 - JUNE 2020**

For Respondent	1
Dismissal	1
TOTAL	2

**HEARING DISPOSITION SUMMARY
July 1, 2019 through June 30, 2020**

None

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

Case Number	Complainant	Respondent	Decision	Date Closed	Hearing Officer
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.