

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
NOVEMBER 2014



Jamal L. Smith
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 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337	287								1729
Number of Complaints Drafted	162	143	115	117	92								629
% of inquiries drafted	43%	40%	31%	35%	32%								36%
Employment	125	118	90	78	71								482
Housing (Real Estate)	21	17	14	12	16								80
Public Accommodation	14	7	9	20	3								53
Credit	1	0	1	0	0								2
Education	1	0	1	5	2								9
Unknown	0	0	0	0	0								0
Number of Complaints Formalized	95	103	71	96	71								436
Employment	60	85	47	70	43								305
Transferred from EEOC*	0	10	1	0	0								11
Housing (Real Estate)	23	9	17	20	18								87
Transferred from HUD**	4	1	5	4	1								15
Public Accommodation	12	9	7	5	10								43
Credit	0	0	0	1	0								1
Education	0	0	0	0	0								0

*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 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337	287								1729
Region 1	41	32	35	40	33								181
Region 2	40	23	38	27	26								154
Region 3	30	29	35	28	22								144
Region 4	11	11	12	17	17								68
Region 5	180	177	138	138	124								757
Region 6	18	33	31	19	17								118
Region 7	10	10	15	9	10								54
Region 8	25	19	24	22	16								106
Region 9	17	17	35	29	20								118
Unknown/Out of State	9	6	7	8	2								32

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 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%	19%	19%								14%
Housing (Real Estate)	0%	10%	16%	16%	17%								12%
Public Accommodation	19%	16%	14%	18%	13%								16%
Credit	0%	0%	0%	50%	50%								20%
Education	31%	34%	30%	29%	29%								31%
Open Cases by Area													
Employment	701	759	762	781	780								
Housing (Real Estate)	75	67	63	55	63								
Public Accommodation	98	104	104	100	107								
Credit	1	1	1	1	2								
Education	39	39	43	31	28								

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.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed													
Employment	80	44	59	78	63								324
Housing (Real Estate)	63	24	28	42	44								201
Public Accommodation	5	18	20	23	14								80
Education	5	2	8	8	2								25
Credit	7	0	3	5	3								18
	0	0	0	0	0								0
Type of Closure													
NPC	58	13	32	42	39								184
CWS	10	9	9	21	14								63
CW	6	5	2	3	3								19
AD	4	14	16	11	7								52
FO	2	2	0	1	0								5

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 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7	9								21
Employment	3	1	0	5	5								14
Housing (Real Estate)	0	0	0	1	4								5
Public Accommodation	0	1	0	1	0								2
Education	0	0	0	0	0								0
Credit	0	0	0	0	0								0
Active Cases													
Employment	34	34	34	34	34								
Housing (Real Estate)	12	7	12	12	12								
Public Accommodation	7	3	7	7	7								
Education	4	5	4	4	4								
Credit	0	0	0	0	0								
Average Age of Cases since NOF*	287	298	332	312	295								

*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.

Patterson, A. v. Alva & Jerilynn Lemond is a housing case based on familial status. Complainant alleged that Respondent refused to rent to her because she has children.

O'Neil, K. v. R.R. Donnelley & Sons Company is an employment case based on sex. Complainant alleged that she was terminated because she was pregnant.

Shepherd, A. v. Pizza King is an employment case based on sex. Complainant alleged that Respondent failed to hire her because she was pregnant.

Northam, T. v. Donald & Jacqueline Boyer is a housing case based on familial status. Complainant alleged that Respondent refused to rent to her because she has children.

Ogden, C. v. Indiana Department of Workforce Development is an employment case based on retaliation. Complainant alleged that Respondent retaliated against her because she participated in a co-worker's complaint of discrimination.

Taniyama, D. & Y. v. The Fields Apartments/Inland American Communities is a housing case based on familial status. Complainants alleged that Respondent refused to renew their lease because they have children.

Rouse, W. & E. v. The Fields Apartments/Inland American Communities is a housing case based on familial status. Complainants alleged that Respondent refused to renew their lease because they have children.

Wilson, R. v. Honda Manufacturing of Indiana is an employment case based on race. Complainant alleged that she was demoted because of her race.

Granton, D. v. Professional Transportation, Inc. is an employment case based on sex. Complainant alleged that he was terminated because of his sex.

Final Orders

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

N/A

Articles of Interest:

Pizza King: pregnancy discrimination charge (November 24, 2014, The Star Press)

<http://www.thestarpress.com/story/news/local/2014/11/24/pizza-king-pregnancy-discrimination-charge/70057650/>

INAIAC to host Native Professionals and Friends Night December 8th (November 24, 2014, INAIAC Newsroom)

<http://www.in.gov/inaiac/2342.htm>

ICRC Director issues charge against Elkhart housing providers (November 24, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2829.htm>

Warsaw company faces pregnancy discrimination charges (November 21, 2014, WNDU-16)

<http://www.wndu.com/home/headlines/Warsaw-company-faces-pregnancy-discrimination-charges-283513451.html>

Leaders gather at Your Life Matters Summit (November 21, 2014, WTLC-AM 1310)

<http://praiseindy.com/2044595/2044595/>

Two employers charged with pregnancy discrimination (November 21, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2830.htm>

Your Life Matters gets rave reviews (November 20, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_b2320186-70d8-11e4-85fc-a3821f1cb5af.html

EEOC issues FY 2014 Performance Report (November 18, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/11-18-14.cfm>

Police chief under scrutiny stops investigation (November 18, 2014, RTV-6)

<http://www.theindychannel.com/news/call-6-investigators/police-chief-under-scrutiny-stops-investigation>

HUD releases Annual Report on Fair Housing (November 18, 2014, HUD Newsroom)

<http://portal.hud.gov/hudportal/documents/huddoc?id=2012-13annreport.pdf>

HUD and Salvation Army settle pregnancy discrimination claims (November 12, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-141

HUD finds that Puerto Rico Condo Association discriminated against resident (November 12, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-142

Audit highlights housing discrimination in Marion County (November 12, 2014, Network Indiana)

<http://indianapublicmedia.org/news/audit-highlights-housing-discrimination-marion-county-74607/>

State exceeds Veterans business contract goal (November 11, 2014, Inside Indiana Business)

<https://www.insideindianabusiness.com/newsitem.asp?ID=67993>

ICRC Director issues charge against housing providers (November 7, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2827.htm>

Companies hit with civil rights violations (November 7, 2014, Greater Fort Wayne Business Week)

http://www.fwbusiness.com/news/latest/businessweekly/article_6c395d03-b975-5f65-a9db-f956be0dc119.html

Mishawaka Barnaby's night manager accused of using racial slurs toward employee (November 5, 2014, WNDU-16)

<http://www.wndu.com/home/headlines/Barnabys-night-manager-accused-of-using-racial-slurs-toward-employee-281639261.html>

EEOC and Chicago-area Marshmallow maker reach accord in disability suit (November 4, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/11-4-14a.cfm>

HUD order resolves allegations that American Bank discriminated against loan applicant (November 3, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-139