

# STATE OF NEBRASKA

## EQUAL OPPORTUNITY COMMISSION



## ANNUAL REPORT

Fiscal Year 2020/2021

[neoc.nebraska.gov](http://neoc.nebraska.gov)

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## 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 2020-2021 and into the foreseeable

future, and they occasionally show the program as a rerun statewide on public television. Additionally, the NEOC has secured new funding to produce a new Connects program. This is a long-term project slated to be completed and to air in late 2022 or early 2023.

The NEOC targeted radio ads at population centers outside of Lincoln and Omaha in April 2021, utilizing funds provided by our partnerships with the EEOC and HUD. A total of over 300 spots describing both housing and employment discrimination ran over the course of two weeks in four different markets around the state: the Tri-Cities, (Kearney, Grand Island, and Hastings,) Norfolk, Beatrice, and Sidney. These radio spots were an important part of our efforts to increase general public awareness of our agency in areas outside the two larger metropolitan areas in the east.

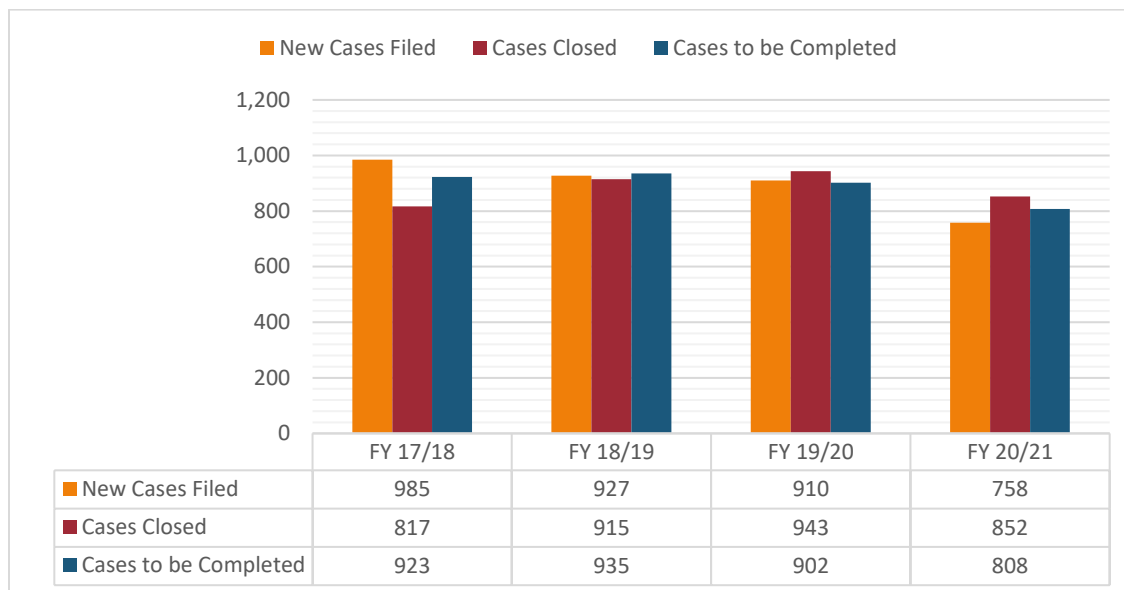
As technology advances, it is important to continue finding new ways to reach our fellow Nebraskans with our mission of education. The beginning of the pandemic in early 2020 emphasized the need to be able to safely educate the public within a new paradigm, which has continued throughout this budget year. 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, 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 has also increased our social media presence on Facebook and has utilized HUD and EEOC grant money to run advertisements in the form of "promoted posts" on that platform. These ads can be specifically targeted to reach only Facebook subscribers who list their location as within the state of Nebraska, giving us an important new passive tool for raising general awareness of our agency, services, and the laws we administer to the public.

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 758 **new** cases filed in FY 20/21 include: 697 employment cases; 37 housing cases; and 24 public accommodation cases

The 852 cases **closed** in FY 20/21 include: 845 Commission initial actions; 6 conciliation actions; 1 public hearing action; and 0 civil actions (housing).

The 808 cases **to be completed** at the end of 20/21 include: 805 cases to be investigated, 1 case in conciliation, 2 cases in public hearing, and 0 case in civil action.

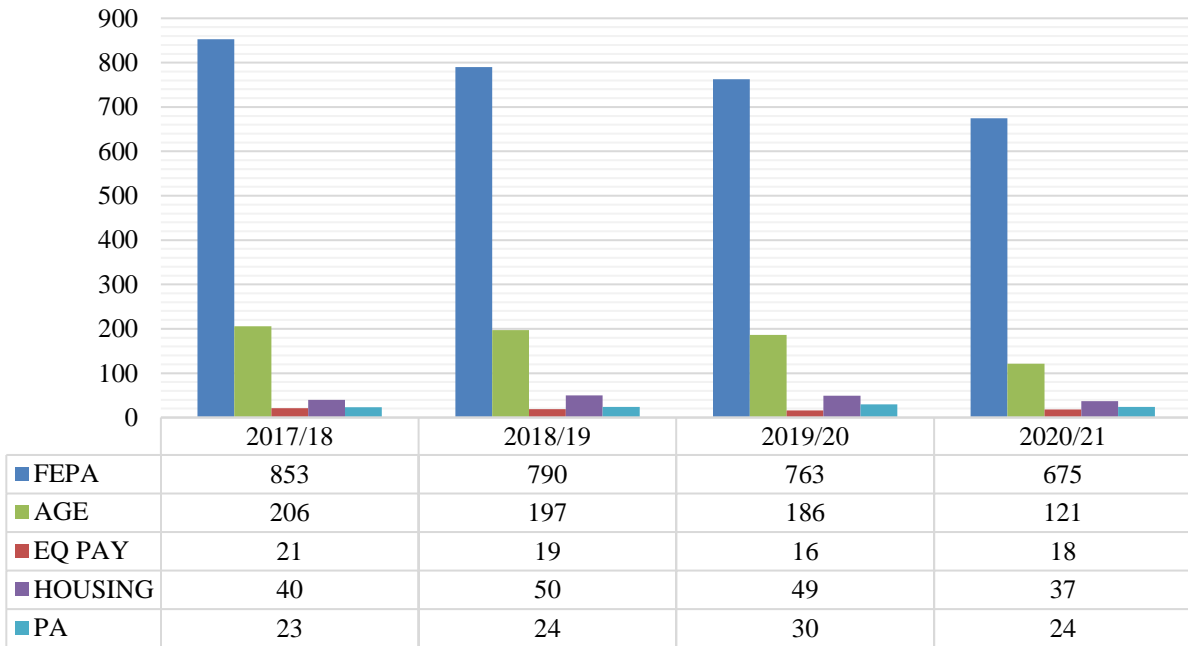
**NOTES/HIGHLIGHTS**

New charges filed represent a 17% decrease from FY 19/20.

Cases closed represent a 10% decrease from FY 19/20.

Cases to be completed at the end of the fiscal year represent a 10% decrease from FY 19/20.

**TABLE 2: CHARGES OF ALLEGED DISCRIMINATION  
FILED DURING CURRENT AND PREVIOUS YEARS BY STATUTE  
2017/18 – 2020/21**



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 2020/21**

BASIS	EMPLOYMENT			HOUSING/PUBLIC ACCOM.		TOTALS
	FEPa	EQ PAY	AGE	HOUSING	PUBLIC ACCOM.	
RACE	207			19	21	247
COLOR	11			7	1	19
*SEX	216	17		6	1	240
SEX-PREGNANCY	40					40
AGE (40-70)			119			119
RELIGION	26			1	3	30
NATIONAL ORIGIN/ ANCESTRY	87			4	2	93
DISABILITY	305			19	1	325
MARITAL STATUS	6					6
FAMILIAL STATUS	0			1	0	1
RETALIATION	411	5	46	2	1	465
RETALIATION (Whistleblower)	75					75
WAGE RETALIATION	17					17

\* Sex includes 16 cases of Sexual Orientation in Employment and 1 in Housing  
3 cases of Transgender in Employment and 0 in Housing

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 2020/21**

<b><u>ISSUE</u></b>	<b><u>NUMBER</u></b>
Discharge	387
Terms and Conditions of Employment	268
Harassment	220
Reasonable Accommodation	170
Wages	164
Discipline	117
Constructive Discharge	76
Assignment	66
Sexual Harassment	60
Failure to Hire	60
Suspension	40
Failure to Promote	34
Failure to Train	31
Benefits	26
Public Accommodation Issue	25
Demotion	22
Intimidation	14
Benefits-Insurance	14
References Unfavorable	11
Prohibited Medical Inquiry/Exam	8
Breach of Confidentiality	8
Layoff	6
Union Representation	2
English Language Only Rule	2
Testing	2
Reinstatement	1
Other	1

The above table was changed a few years ago 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.

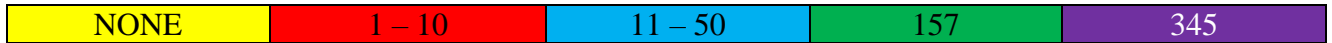
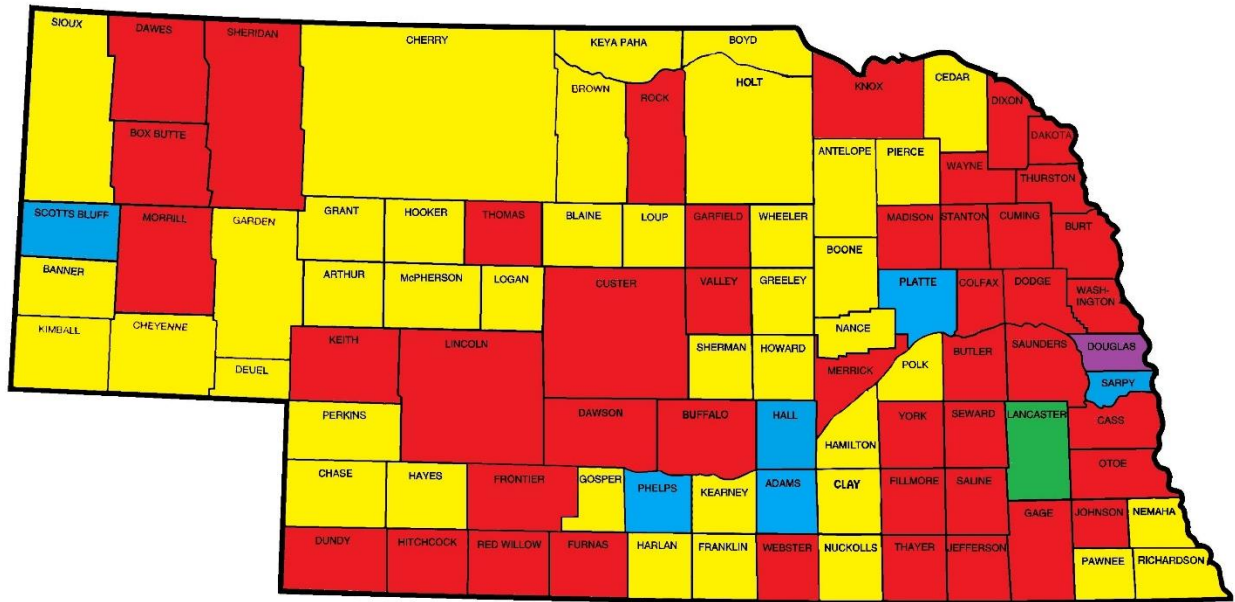
**TABLE 5: ISSUES IN HOUSING CHARGES FILED  
FY 2020/21**

<b>ISSUE</b>	<b>NUMBER</b>
Terms, Conditions, Privileges, or Services and Facilities	30
Deny or Make Housing Available	14
Failure to Make Reasonable Accommodations	12
Discriminatory Acts under Section 818 (coercion, etc.)	8
Discriminatory financing (includes real estate transactions)	4
Discrimination in the terms/conditions for making loans	3
Discrimination in the making of loans	3
Refusal to Rent	2
Failure to Permit Reasonable Modification	1
Discrimination in the selling of residential real property	1
False denial or representation of availability	1
Discriminatory advertisement – rental	1
Discriminatory refusal to sell and negotiate for sale	1
Discrimination in the brokering of residential real property	1
Discriminatory brokerage service	1

**TABLE 6: COMPLAINANT CHARACTERISTICS  
(for all laws)  
FY 2019/20 – 2020/21**

<b>MALE</b>	<b>FY 19/20</b>	<b>FY 20/21</b>	<b>FEMALE</b>	<b>FY 19/20</b>	<b>FY 20/21</b>
<b>Race</b>			<b>Race</b>		
Black/African American	137	104	Black/African American	145	129
Native Hawaiian/Pacific Islander	0	0	Native Hawaiian/Pacific Islander	1	0
American India/Alaska Native	7	10	American India/Alaska Native	7	15
Bi-Racial/Multi-Racial	15	9	Bi-Racial/Multi-Racial	12	17
Asian	8	3	Asian	8	8
White	186	134	White	251	194
<b>Ethnicity</b>			<b>Ethnicity</b>		
Hispanic/Latino	49	42	Hispanic/Latino	51	51
Not Hispanic/Latino	333	266	Not Hispanic/Latino	398	333
<b>National Origin</b>			<b>National Origin</b>		
North America	317	272	North America	398	347
Middle East	10	1	Middle East	2	5
Hispanic	27	20	Hispanic	25	22
Europe	8	2	Europe	6	3
Caribbean	1	1	Caribbean	2	0
Asia	7	3	Asia	6	9
Africa	11	11	Africa	7	2
Unable to obtain info	4	2	Unable to obtain info	13	7

**TABLE 7: CHARGES TAKEN BY COUNTY FY 2020/21**



Adams	14	Deuel	0	Johnson	1	Red Willow	4
Antelope	0	Dixon	1	Kearney	0	Richardson	0
Arthur	0	Dodge	10	Keith	2	Rock	1
Banner	0	Douglas	345	Keya Paha	0	Saline	8
Blaine	0	Dundy	4	Kimball	0	Sarpy	37
Boone	0	Fillmore	3	Knox	2	Saunders	2
Box Butte	1	Franklin	0	Lancaster	157	Scotts Bluff	20
Boyd	0	Frontier	1	Lincoln	10	Seward	3
Brown	0	Furnas	2	Logan	0	Sheridan	2
Buffalo	6	Gage	5	Loup	0	Sherman	0
Burt	1	Garden	0	McPherson	0	Sioux	0
Butler	4	Garfield	2	Madison	8	Stanton	1
Cass	4	Gosper	0	Merrick	1	Thayer	1
Cedar	0	Grant	0	Morrill	2	Thomas	1
Chase	0	Greeley	0	Nance	0	Thurston	1
Cherry	0	Hall	18	Nemaha	0	Valley	1
Cheyenne	0	Hamilton	0	Nuckolls	0	Washington	5
Clay	0	Harlan	0	Otoe	3	Wayne	1
Colfax	7	Hayes	0	Pawnee	0	Webster	2
Cuming	1	Hitchcock	1	Perkins	0	Wheeler	0
Custer	3	Holt	0	Phelps	14	York	7
Dakota	6	Hooker	0	Pierce	0		
Dawes	3	Howard	0	Platte	11		
Dawson	4	Jefferson	3	Polk	0		

**TABLE 8: CHARGES NOT DOCKETED**

In FY 20/21, the Commission conducted a total of 454 intake interviews, or screenings, which did not result in the docketing of a charge of discrimination.

<b><u>Reason for Non-Filing</u></b>	<b><u>2018/19</u></b>	<b><u>2019/20</u></b>	<b><u>2020/21</u></b>
1. Respondent has too few employees	48	36	40
2. Allegations outside the Statute of Limitations	35	20	31
3. Complainant had no standing or basis to file	259	249	247
4. Informed of right to file, but declined to file	230	149	227
<b>TOTAL NON-DOCKETED</b>	<b>572</b>	<b>454</b>	<b>545</b>

**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 3,769 other inquiries from the public in FY 20/21. The inquiries received can be categorized as follows:

<b><u>Contact Type</u></b>	<b><u>2018/19</u></b>	<b><u>2019/20</u></b>	<b><u>2020/21</u></b>
5. General Questions Answered	795	751	693
6. Employer Inquiries	1,132	1,099	971
7. Information Sent	44	11	7
8. Referred to an appropriate source of assistance	298	288	232
9. Complainant Inquiry	2,404	1,956	1,866
<b>TOTALS</b>	<b>4,673</b>	<b>4,105</b>	<b>3,769</b>
<b>TOTALS - ALL CONTACTS</b>	<b>5,245</b>	<b>4,559</b>	<b>4,314</b>

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 20/21, there were 10,890 website hits to the NEOC home page.

**TABLE 10: COMMISSION DETERMINATIONS**

		<b>FY 18/19</b>	<b>FY 19/20</b>	<b>FY 20/21</b>
Reasonable Cause	NEOC (moved to conciliation)	12	13	1
	Adopted (moved to conciliation)	2	1	0
No Reasonable Cause	NEOC	616	616	594
	Adopted	64	102	69
Pre-Determination Settlement	NEOC	79	91	74
	Adopted	1	5	4
Mediation	NEOC	12	13	2
Withdrawal With Settlement	NEOC	41	20	20
	Adopted	0	5	4
Withdrawal Without Settlement	NEOC	20	16	18
	Adopted	0	1	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	21	27	27
	Adopted	0	2	0
Complainant Filing/Filed in Court	NEOC	13	13	5
	Adopted	16	14	0
Other	NEOC	0	6	6
	Adopted	0	1	13
Conciliations	Successful Conciliations	5	8	5
	Successful Conciliations – Adopted	0	0	0
	Unsuccessful Conciliations - Dismissals	1	0	0
	Unsuccessful Conciliations - Complainant Filing/Filed in Court	4	0	1
	Other - Adopted	2	1	0
	Unsuccessful Conciliations to Public Hearing or Civil Action	1	2	1
Public Hearings	For Complainant	0	0	0
	For Respondent	0	0	0
	Negotiated Settlement	0	0	0
	Other	0	0	1
Civil Action (Housing)	For Complainant	17	0	0
	For Respondent	0	1	0
	Negotiated Settlements	1	0	0
	Other	0	0	0
	Dismissal	2	1	0

**TABLE 11: COMMISSION INITIAL DETERMINATIONS BY STATUTE  
(CLOSED CASES)  
FY 2020/21**

<b>FAIR EMPLOYMENT PRACTICE ACT</b>	<b>AGE</b>	<b>EQUAL PAY</b>	<b>HOUSING</b>	<b>PUBLIC ACCOMM.</b>
741	152	12	35	22

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

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

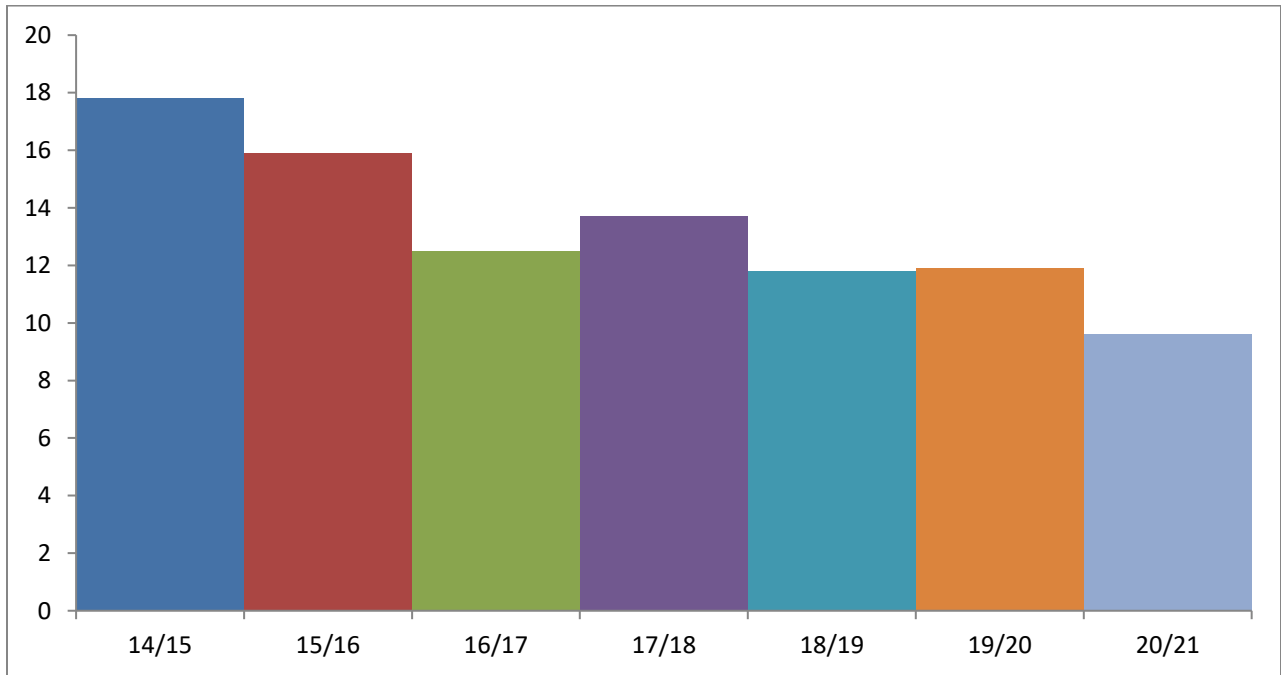
<b>REASON FOR LACK OF JURISDICTION</b>	<b>FY 2019/20</b>
Not Enough Employees	11
Other	8
No Employer/Employee Relationship	7
Untimely Filed	1
<b>TOTAL</b>	<b>27</b>

<b>REASON FOR LACK OF JURISDICTION</b>	<b>FY 2020/21</b>
No Employer/Employee Relationship	15
Not Enough Employees	9
Other	2
Untimely Filed	1
<b>TOTAL</b>	<b>27</b>

**TABLE 13: COMPARATIVE CAUSE/SETTLEMENT FIGURES**

**FY 2014/15 – 2020/21**

<b>Fiscal Year</b>	<b>Cause &amp; Settlements Percent of Initial Determinations</b>	<b>Combined Number of Cases</b>
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
20/21	9.6	81



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

	FY 16/17	FY 17/18	FY 18/19	FY 19/20	FY 20/21
<b>Sent to ADR</b>	94	93	91	87	58
<b>Successful Mediation</b>	11	14	12	14	1*
<b>Successful Pre-Determination Settlement</b>	31	33	31	29	34
<b>Withdrawal with Settlement</b>	7	4	1	2	2
<b>Failed ADR (either Mediation or PDS)</b>	12	13	18	12	16
<b>No Longer Wanted to Pursue ADR</b>	33	23	31	31	12
<b>Pending</b>	17	23	21	20	13

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 20/21 the NEOC resolved 34 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 20/21, the NEOC settled 6 housing cases which is 8% 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.

\* Due to Covid 19 restrictions, in-person mediations were suspended.



**TABLE 15: NON-MONETARY RELIEF OBTAINED**  
**FY 2020/21**

**Employment and Public Accommodations**

Adverse Material Removed from File  
Advertising  
Apology  
Benefits – Fringe  
Complainant Granted Reassignment  
Neutral Reference  
Policy Change  
Procedural/Practice Change  
Training/Apprenticeship

**Housing**

Advertising Practice Change  
Housing  
Modification Made  
Ordinance Change  
Policy Revisions  
Reasonable Accommodation – Other  
Structural Modification Made  
Terms & Conditions Change  
Third Party Monitoring/Testing  
Training

**TABLE 16: MONETARY RELIEF BY LAW**

**FY 2020/21**

	<b>EMPLOYMENT</b>	<b>PA</b>	<b>HOUSING</b>	<b>TOTAL</b>
<b>Pre-Determination Settlements</b>	\$ 417,687	\$200	\$4,900	\$ 422,787
<b>Mediation</b>	17,500	0	0	17,500
<b>Withdrawals with Settlement</b>	901,823	0	0	901,823
<b>Conciliation</b>	144,500	0	0	144,500
<b>Public Hearing</b>	0	0	0	0
<b>Litigation</b>	0	0	0	0
<b>TOTAL</b>	\$1,481,510	\$ 200	\$4,900	\$1,486,610

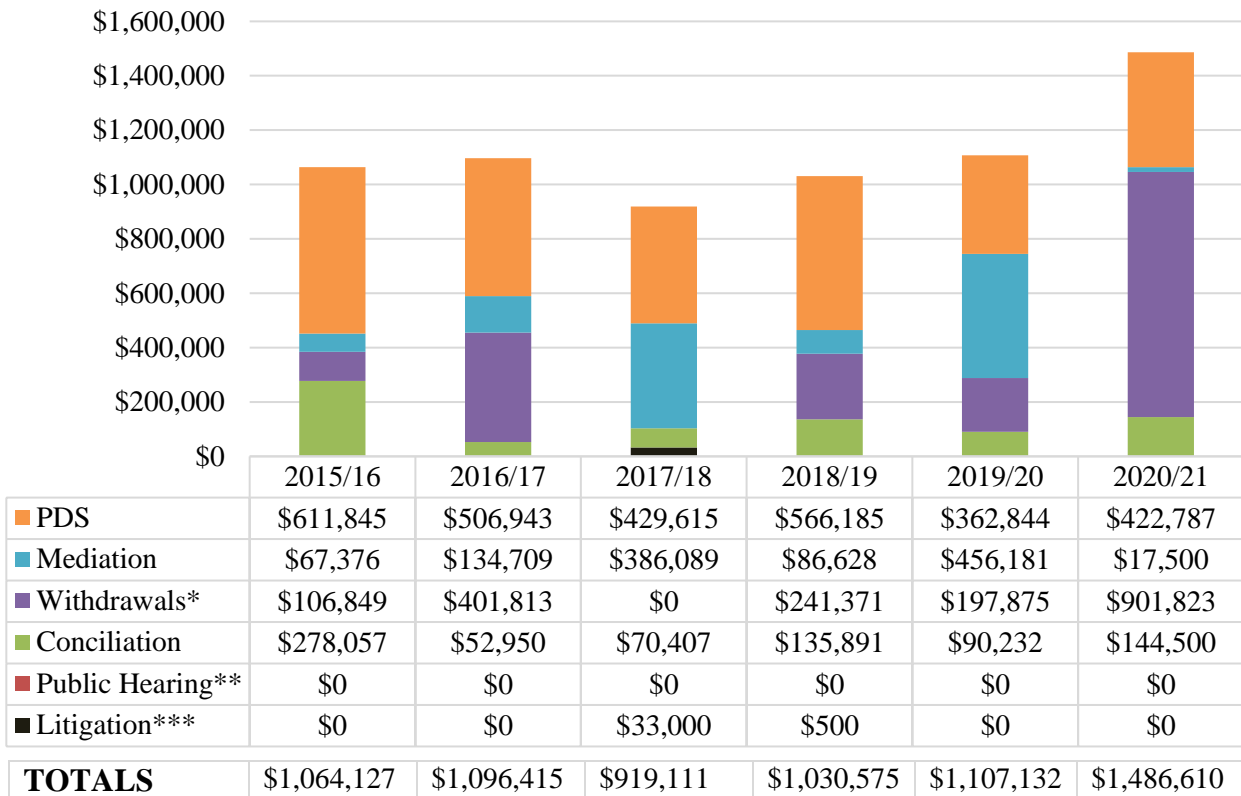
The following chart reflects approximately how many people have benefitted from the different types of settlements available with the NEOC process. Besides the Complainant, others can benefit by attending EEO training and/or a policy or procedural/practice change.

**TABLE 17: NUMBER OF PEOPLE BENEFITING**

**FY 2020/21**

	<b>EMPLOYMENT</b>	<b>PA</b>	<b>HOUSING</b>	<b>TOTAL</b>
<b>Pre-Determination Settlements</b>	618	1	121	740
<b>Mediation</b>	2	0	0	2
<b>Withdrawals with Settlement</b>	113	0	0	113
<b>Conciliation</b>	4	0	0	4
<b>Public Hearing</b>	0	0	0	0
<b>Litigation</b>	0	0	0	0
<b>TOTAL</b>	737	1	121	859

**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 2016/17 – 2020/21**

**TABLE 19: AVERAGE CASE PROCESSING TIME**

	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>	<u>FY 20/21</u>
Average Hours Worked on Case File	15.05	15.79	15.67	15.99	15.93

◆◆◆

**TABLE 20: AVERAGE DAYS PER INVESTIGATION**

	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>	<u>FY 20/21</u>
Average Days	90.2	95.9	150.9	225.1	283.1

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

	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>	<u>FY 20/21</u>
Date Filed to Assignment of Investigator	139	179	191	189	151
Date Filed to Cause/No Cause Decision	255	309	342	414	434

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**TABLE 22: CAUSE CASES**

	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>	<u>FY 20/21</u>
Out of Cause/No Cause Cases, This Percentage went Cause	3%	3%	2%	2%	<1%

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**TABLE 23: CONCILIATION TIME PER CASE**

	<u>FY 16/17</u>	<u>FY 17/18</u>	<u>FY 18/19</u>	<u>FY 19/20</u>	<u>FY 20/21</u>
Average Conciliation Hours Worked on Case	2	1	1	1	1.5
Average Days in Conciliation	140	91	158	115	196

**TABLE 24: REASONABLE CAUSE CASES BY STATUTE**

**FY 2020/21**

<b>FEPA</b>	<b>AGE</b>	<b>EQUAL PAY</b>	<b>HOUSING</b>	<b>PUBLIC ACCOM</b>
0	1	0	0	0

**TABLE 25: REASONABLE CAUSE CASES BY BASIS**

**FY 2020/21**

<b>BASIS</b>	<b>CASES</b>	<b>BASIS</b>	<b>CASES</b>
Race	0	Religion	0
Color	0	Marital Status	0
Sex	0	Retaliation	0
Sex-Pregnancy	0	Retaliation – Wage	0
National Origin	0	Retaliation – Whistleblower	0
Age	1	Familial Status	0
Disability	0		

**TABLE 26: REASONABLE CAUSE CASES BY ISSUE**

**FY 2020/21**

<b>ISSUES</b>	<b>CASES</b>	<b>ISSUES</b>	<b>CASES</b>
<b>Employment &amp; Public Accommodations</b>		<b>Housing</b>	
Advertising	1	Accommodations (Housing)	0
Discharge	0	Failure to Rent	0
Hiring	0	Terms/Conditions (Housing)	0
Wages	0	Discriminatory Acts Under	0
Accommodations	0	Section 818 (coercion, etc.)	

**TABLE 27: CONCILIATION SUMMARY**  
**FY 2020/21**

<b>Total Conciliations Attempted</b> .....	7
Successful .....	5
Unsuccessful	
Forwarded to Public Hearing.....	1
Forwarded to Civil Action-Housing .....	0
Dismissed.....	1
 <b>Total Dollars</b> .....	 \$144,500

**TABLE 28: CONCILIATIONS**

<b>FISCAL YEAR</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
Cases to Conciliation (Reasonable Cause)	18	19	14	13	1
Cases Pending from Prior Fiscal Year	7	4	4	7	7
<b>TOTAL CASES</b>	25	23	18	20	8
Conciliations Attempted	21	19	13	13	7
Successful Conciliations	9	9	5	8	5
Unsuccessful Conciliations	4	4	1	2	2
<b>MONETARY RELIEF</b>	\$52,950	\$67,907	\$135,891	\$90,232	\$144,500
Conciliations Pending	7	4	5	13	1

**TABLE 29: SUCCESSFUL CONCILIATION DETAIL - AFTER A CAUSE FINDING**

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
<b>Employment and Public Accommodations</b>	
Disability; Record of a Disability; Retaliation (Reasonable Accommodation; Assignment; Harassment)	\$5,000 (wages); \$5,000 (lump sum)
Disability; Record of a Disability; Regarded as Disabled (Hiring)	\$40,000 (lump sum)
Race; Color (Wages; Terms and Conditions)	\$6,250 (wages); \$6,250 (lump sum)
Sex; Retaliation (Harassment; Terms and Conditions)	\$42,000 (lump sum)
Disability; Record of a Disability; Retaliation (Reasonable Accommodation; Discharge; Wages)	\$35,000 (wages). \$5,000 (Attorney's fees)

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
<b>Housing</b>	
None	

**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**

<b>Fiscal Year</b>	<b>14/15</b>	<b>15/16</b>	<b>16/17</b>	<b>17/18</b>	<b>18/19</b>	<b>19/20</b>	<b>20/21</b>
Numbered Ordered	4	3	2	0	0	2	1
Number Held*	0	1	3	0	0	0	2
Number Carried Over	0	2	3	1	0	0	1
Orders Issued (Final)	2	2	4	1	0	0	1
Pending	2	3	1	0	0	2	1

\*A full and complete hearing was conducted.

**TABLE 31: PUBLIC HEARING DISPOSITION**  
**JULY 2020 - JUNE 2021**

<b>Total Final Orders Issued</b>	<b>1</b>
<b>Outcome of Final Orders:</b>	
Violation found	1
No Violation Found	0
Settlement Prior to Hearing	0
Dismissal	0



**TABLE 32: PUBLIC HEARING ORDERED; NOT HELD AS OF JUNE 30, 2021**

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

**TABLE 33: PUBLIC HEARING ORDERED; COMPLAINT NOT SIGNED BY COMPLAINANT AS OF JUNE 30, 2021**

<b><u>Complainant</u></b>	<b><u>Respondent</u></b>	<b><u>Case No.</u></b>	<b><u>Hearing Examiner</u></b>
McIntosh	Berliner Group LLC d/b/a Dunkin Donuts	50091	Maurstad

**TABLE 34: PUBLIC HEARING HELD; NO RECOMMENDED ORDER ISSUED BY THE HEARING EXAMINER AS OF JUNE 30, 2021**

<b><u>Complainant</u></b>	<b><u>Respondent</u></b>	<b><u>Case No.</u></b>	<b><u>Hearing Examiner</u></b>
Koenig	NE/Veterans' Affairs	49380	Maurstad

**TABLE 35: CIVIL ACTION DISPOSITION  
JULY 2020 - JUNE 2021**

None

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**HEARING DISPOSITION SUMMARY**  
**July 1, 2020, through June 30, 2021**

**NEB 1-18/19-7-3452-H**

**Jura vs. Commodore, LLC et al**

**Disability (reasonable accommodations, terms & conditions, refusal to deal)**

The Complainant alleged discrimination in housing. The Complainant called to inquire about an apartment and let the Respondent know she had an emotional support animal. The Respondent let the Complainant know they do not take pets. The Commission found Reasonable Cause and sent the case to Public Hearing. A Hearing Examiner was assigned, and a hearing was held. The Commission accepted the Hearing Examiner's recommendation for the Complainant with modifications.

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

<b>Case Number</b>	<b>Complainant</b>	<b>Respondent</b>	<b>Decision</b>	<b>Date Closed</b>	<b>Hearing Examiner</b>
3452-H	Jura	Commodore LLC et al.	For Complainant	6/18/2021	Maurstad
49380	Koenig	Veterans' Affairs, Dept. of	Pending		Maurstad
50091	McIntosh	Berliner Group LLC d/b/a Dunkin Donuts	Pending		Maurstad

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.