

FY 2008

**COMMISSION ON HUMAN RIGHTS
ANNUAL REPORT**



PERIOD COVERED

SEPTEMBER 1, 2007 THROUGH AUGUST 31, 2008
(FISCAL YEAR 2008)

PREPARED BY

TEXAS WORKFORCE COMMISSION, CIVIL RIGHTS DIVISION
1117 TRINITY STREET, SUITE 144T
AUSTIN, TEXAS 78701
(512) 463-4678
(888) 452-4778 (TOLL FREE)

[twc.state.tx.us \(email\)](mailto:twc.state.tx.us)

JANUARY 2009

Commissioners
Thomas Anderson, JD, SPHR, Chair
Patricia Mares Asip
John H. James
Anwar A. Khalifa
Shara Michalka
Jose E. de Santiago, Sr.
Nila T. Wipf



P. O. Box 13006
Austin, TX 78711-3006
www.twc.state.tx.us
(512) 463-2642
(512) 463-2643 Facsimile
(888) 452-4778 Toll Free

Commission on Human Rights

January, 2009

The Honorable Rick Perry
Governor of the State of Texas
Office of the Governor
P.O. Box 12428
Austin TX 78711-2428

SUBJECT: FY 2008 Commission on Human Rights Annual Report

Dear Governor Perry:

Enclosed is the Fiscal Year (FY) 2008 Commission on Human Rights Annual Report prepared by the Texas Workforce Commission's Civil Rights Division.

This report has been prepared to fulfill the reporting requirements of Texas Labor Code § 21.504 (State Agency Minority Hiring Practices Report) and provides information by prescribed categories on the total number and composition of the statewide agency new hires for state agencies and institutions of higher education and the statewide agency workforce. This report also fulfills the reporting requirements of Texas Labor Code § 301.156 and provides statewide data relating to employment and housing discrimination cases filed and closed.

We hope that you find the Report valuable, and please do not hesitate to contact us should you have any questions regarding the Report.

Sincerely,

Thomas Anderson, JD, SPHR
Chairman
Commissioner for Industry

John H. James
Commissioner for the Public

Anwar A. Khalifa
Commissioner for the Public

Shara Michalka
Commissioner for the Public

Danny L. Osterhout
Commissioner for the Public

Jose E. de Santiago
Commissioner for the Public

Veronica V. Stidvent
Commissioner for the Public

COMMISSION ON HUMAN RIGHTS ANNUAL REPORT
COVERING
STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION AND
STATEWIDE DATA RELATING TO EMPLOYMENT & HOUSING DISCRIMINATION CASES
FILED AND CLOSED

TABLE OF CONTENTS

| | <u>Page</u> |
|--|-------------|
| I. PURPOSE | 1 |
| II. METHODOLOGY | 2 |
| III. RESULTS AND OBSERVATIONS | 3 |
| IV. ACKNOWLEDGEMENTS..... | 5 |
| ATTACHMENT - STATEWIDE SUMMARY OF NEW HIRES DATA AS REPORTED BY HRIS | 6 |
| CHART 1. STATISTICAL ANALYSIS OF CRD & STATEWIDE EMPLOYMENT COMPLAINTS FILED BY BASIS | 7 |
| TABLE 1. CRD AND STATEWIDE EMPLOYMENT COMPLAINTS FILED | 7 |
| CHART 2. STATISTICAL ANALYSIS OF CRD & STATEWIDE EMPLOYMENT COMPLAINTS FILED BY ISSUE | 8 |
| TABLE 2. CRD AND STATEWIDE EMPLOYMENT COMPLAINTS FILED | 8 |
| CHART 3. STATISTICAL ANALYSIS OF CRD & STATEWIDE EMPLOYMENT CASES CLOSED BY TYPE OF CLOSURE..... | 9 |
| TABLE 3. CRD AND STATEWIDE EMPLOYMENT CLOSURES | 9 |
| CHART 4. STATISTICAL ANALYSIS OF CRD & STATEWIDE HOUSING COMPLAINTS FILED BY BASIS | 10 |
| TABLE 4. CRD AND STATEWIDE HOUSING COMPLAINTS FILED..... | 10 |
| CHART 5. STATISTICAL ANALYSIS OF CRD & STATEWIDE HOUSING COMPLAINTS FILED BY ISSUE..... | 11 |
| TABLE 5. CRD AND STATEWIDE HOUSING COMPLAINTS FILED..... | 11 |
| CHART 6. STATISTICAL ANALYSIS OF CRD & STATEWIDE HOUSING CASES CLOSED BY TYPE OF CLOSURE | 12 |
| TABLE 6. CRD AND STATEWIDE HOUSING CLOSURES | 12 |

I. Purpose

Texas Labor Code § 21.003(a)(6) requires CRD to submit an annual report. This report provides information to the Governor, the Legislature, and the Legislative Budget Board in compliance with Texas Labor Code § 21.504 and Texas Labor Code § 301.156 and combines the following reporting statutory requirements.

- Texas Labor Code § 21.504 requires that an Annual Report be compiled and sent to the Governor and Legislative Budget Board regarding the total number of African Americans, Hispanic Americans, females, and other persons hired for each job category by state agencies and institutions of higher education during the preceding state fiscal year. The Division shall compile this information and submit a report to the Governor and the Legislative Budget Board. This report covers all state agencies and institutions of higher education included in the General Appropriations Act, except junior colleges.
- Texas Labor Code § 301.156 requires an Annual Report be compiled and sent to the Governor and Legislature regarding complaint data for CRD, the Equal Employment Opportunity Commission, the United States Department of Housing and Urban Development, and local commissions in Texas. The CRD is required to:
 - analyze employment complaints by basis for the complaint including discrimination based on sex, race, color, age, disability, national origin, religion, genetic information, and retaliation;
 - analyze housing complaints by basis for the complaint including discrimination based on sex, race, color, disability, national origin, religion, and familial status;
 - analyze employment complaints filed by issue, including discharge, terms and conditions, sexual harassment, promotion, hiring, demotion, and layoff;
 - analyze housing complaints filed by issue, including terms and conditions, refusal to rent or sell, discriminatory financing or advertising, and false representation;
 - analyze employment and housing cases closed by the reason for closure, including findings or determinations of cause or no cause, successful conciliation, right to sue issued, complaint withdrawn after resolution, no-fault settlement, failure to cooperate by the complainant, and lack of jurisdiction; and,
 - report the average processing time for complaints resolved by the CRD in each state fiscal year, regardless of whether the complaint was filed in the same fiscal year.

II. Methodology

State Agency Minority Hiring Practices Report per Texas Labor Code § 21.504:

The data used to report the total number of African Americans, Hispanic Americans, females and other persons hired for each job category, by an agency, for the previous fiscal year was extrapolated from the Comptroller of Public Accounts, Human Resources Information System. The Comptroller of Public Accounts in conjunction with the Texas Workforce Commission Civil Rights Division developed a computerized program for transmission of data. The data in this report covers fiscal year 2008.

Analysis of Statewide Employment Complaints Filed by Basis and Issue:

The Equal Employment Opportunity Commission (EEOC) provided statewide (combined CRD, EEOC, and local commissions) employment complaints filed data for September 1, 2007 through August 31, 2008. Using the data from EEOC, the CRD analyzed employment complaints filed by the basis of the complaint, including sex, race, color, age, disability, national origin, religion, retaliation, and genetic information by converting the totals for each category into percentages. The CRD also analyzed employment complaints filed by issue, including discharge, terms and conditions, sexual harassment, promotion, hiring, demotion, layoff, wages, reasonable accommodation, benefits, discipline, harassment, and language/accents by converting the totals in each category to percentages. The CRD then compared the complaints filed with the CRD with those filed statewide by issue and basis of the complaint.

Analysis of Statewide Employment Cases Closed by Type:

The Equal Employment Opportunity Commission provided statewide (combined CRD, EEOC, and local commissions) employment cases closed data for September 1, 2007 through August 31, 2008. The CRD analyzed employment cases closed by the reason for closure, including findings or determinations of cause or no cause, successful conciliation, right to sue issued, complaint withdrawn after resolution, no-fault settlement, failure to cooperate by the complainant, lack of jurisdiction, failure to locate, and charging party withdrawal by converting the totals to percentages. The CRD compared reasons for employment case closures filed with the CRD with reasons for statewide case closures.

Average Processing Time for Employment Complaints Resolved:

The CRD extracted the average processing time for employment cases closed from the CRD's Integrated Mission System.

Analysis of Statewide Housing Complaints Filed by Basis and Issue:

The US Department of Housing and Urban Development (HUD) provided statewide (combined CRD, HUD, and local commissions) housing complaints filed data for September 1, 2007, through August 31, 2008. Using the data from HUD, the CRD analyzed complaints filed by the basis of the complaint, including sex, race, color, disability, national origin, religion, and familial status by converting the totals to percentages. The CRD also analyzed housing complaints filed by issue, including terms and conditions, refusal to rent or sell, discriminatory financing or advertising, and false representation. The CRD compared housing complaints filed with the CRD by basis and issue with the complaints filed statewide by basis and issue.

Analysis of Statewide Housing Cases Closed by Type:

The US Department of Housing and Urban Development provided statewide (combined CRD, HUD, and local commissions) housing cases closed data for September 1, 2007, through August 31, 2008. Using data provided by HUD, the CRD analyzed housing cases closed by the type of case closure. The CRD also included these determining factors in the report, findings or determinations of cause or no cause, successful conciliation, complaint withdrawn after resolution, no-fault settlement, failure to cooperate by the complainant, lack of jurisdiction, failure to locate, and complainant withdrawal by converting the totals to percentages. The analysis compared housing cases closed by CRD with cases closed statewide by reason for closure.

Average Processing Time for Housing Complaints Resolved:

The CRD extracted the average processing time for housing complaints from the HUD's Title Eight Automated Paperless Office Tracking System.

III. Results and Observations

State Agency Minority Hiring Practices Report per Texas Labor Code § 21.504:

The first column of the Attachment identifies the job categories by code. The second column is the actual job categories. The third column represents the total number of new hires. The fourth column represents the total number of African American new hires. The fifth column represents the total number of Hispanic American new hires. The sixth column represents the total number of female new hires. The last column represents all those others who were not counted as African Americans or Hispanic Americans.

Heads of state agencies and institutions of higher education should use the information in this report in conjunction with their own analysis of their current workforce (per Texas Labor Code § 21.501) to develop a recruitment plan that

addresses any underutilization in identified job categories (per Texas Labor Code § 21.502).

Employment and Housing Discrimination Complaints Report per Texas Labor Code § 301.156:

Employment complaint data by basis for CRD and statewide are indicated in Chart 1 and Table 1. The majority of employment complaints filed by basis with the CRD and statewide during FY 2008 (Fiscal Year) were based on sex, **22.53%** for CRD, and **20.68%** for EEOC. EEOC on race was **20.86%**, and genetic information, **20.76%**.

Other complaints filed by basis in significant numbers include disability (**17.30%** with CRD and **8.93%** statewide), age (**15.90%** with CRD and **13.97%** statewide), and retaliation (**15.25%** with CRD and **0%** statewide). Statewide, genetic information was **33.6%** and compared to CRD of **0%**.

Employment complaint data by issue for CRD and statewide are indicated in Chart 2 and Table 2. The majority of employment complaints filed by issue with the CRD and statewide during FY 2008 consisted of discharge, **37.36%** for CRD and **34.91%** statewide. Other issues in significant numbers include terms and conditions (**13.82%** with CRD and **16.03%** statewide), sexual harassment **8.04%** with CRD and **7.64%** statewide) and harassment (**11.56%** with CRD and **13.79%** statewide).

CRD and statewide employment case closure data is shown in Chart 3 and Table 3. The majority of employment cases closed statewide and with the CRD were closed with no cause findings, **62.96%** for CRD and **68.49%** statewide. However, **19.55%** closed with CRD and **20.16%** closed statewide were closed with merit resolutions. Employment merit resolutions are defined as cases with outcomes favorable to complainants and/or charges with meritorious allegations. These include cause findings, successful conciliations, withdrawals with settlement, and no fault settlement agreements.

The average processing time for employment complaints resolved by the CRD was **127** days.

CRD and statewide housing complaint data by basis of complaint is shown in Chart 4 and Table 4. The majority of housing complaints filed by basis with the CRD and statewide during FY 2008 were based on disability, **30.83%** filed with CRD and **37.46%** filed statewide. Other complaints filed in significant numbers include race (**36.70%** with CRD and **25.81%** statewide) and national origin (**12.23%** with CRD and **12.83%** statewide).

CRD and statewide housing complaint data by issue is shown in Chart 5 and Table 5. The majority of issues filed with CRD and statewide consisted of terms and conditions, **57.78%** for CRD and **66.81%** statewide. Other issues in

significant numbers include refusal to rent (**30.62%** with CRD and **22.93%** statewide).

CRD and statewide housing case closure data is shown in Chart 6 and Table 6. The majority of housing cases closed statewide and with CRD were closed with no cause findings, **51.4** with the CRD **and 45.91%** statewide. However, **26.13%** with CRD and **42.55%** statewide were closed with merit resolutions. Merit resolutions are defined as cases with outcomes favorable to charging parties and/or charges with meritorious allegations. Housing merit resolutions include cause findings, successful conciliations, and withdrawals with settlement.

The average processing time for housing complaints resolved by the CRD was **193.4** days.

The number of merit resolutions in employment discrimination cases indicates that Texans are still experiencing employment discrimination and that there is still work to be done. The CRD will continue its employment enforcement efforts and will continue to reach out to employee communities, business communities, and other stakeholders by conducting education and outreach activities. The CRD's education and outreach for FY 2008 will include special focus on prevention of employment discrimination based on sex, age, race, and retaliation and in the areas of discharge, terms and conditions, and harassment issues.

Individuals continue to experience housing discrimination. The CRD will continue its enforcement efforts and will continue to reach out to housing consumers, housing providers, and other housing stakeholders. Special emphasis will be placed on prevention of housing discrimination based on race and disability and in the areas of terms and conditions, non-compliance with design and construction, refusal to rent issues, and reasonable accommodations.

IV. Acknowledgement

The Texas Workforce Commission's Civil Rights Division would like to thank the Office of the Comptroller, Human Resource Information System (HRIS), along with our Federal partners, the Equal Employment Opportunity Commission (EEOC) and the Housing and Urban Development (HUD) for their assistance and cooperation in the preparation of this report.

ATTACHMENT

STATE OF TEXAS
 STATEWIDE REPORTING GROUP
 ANNUAL REPORT - STATEWIDE NEW HIRE/WORKFORCE SUMMARY
 FINAL
 FOR 09/01/2007 THROUGH 08/31/2008

 STATEWIDE AGENCY NEW HIRES

| CODE | JOB CATEGORY | TOTAL NUMBER OF NEW HIRES | TOTAL NUMBER OF AFRICAN AMERICANS | TOTAL NUMBER OF HISPANIC AMERICANS | TOTAL NUMBER OF FEMALES | TOTAL NUMBER OF OTHERS |
|------|--------------------------|---------------------------------|---|--|-------------------------------|------------------------------|
| 0A | OFFICIALS/ADMINISTRATORS | 1200 | 124 | 186 | 640 | 430 |
| 0C | ADMINISTRATIVE SUPPORT | 8637 | 1707 | 2446 | 7416 | 656 |
| 0M | SERVICE/MAINTENANCE | 8443 | 3082 | 2314 | 5056 | 1329 |
| 0P | PROFESSIONALS | 26607 | 3259 | 3938 | 14978 | 9092 |
| 0Q | PARA-PROFESSIONAL | 2386 | 463 | 781 | 1620 | 410 |
| 0R | PROTECTIVE SERVICES | 12074 | 4128 | 2317 | 6251 | 3133 |
| 0S | SKILLED/CRAFT | 970 | 78 | 240 | 54 | 612 |
| 0T | TECHNICIANS | 6366 | 915 | 1242 | 3500 | 2073 |
| 0 | TOTALS | 66683 | 13756 | 13464 | 39515 | 17735 |

 STATEWIDE AGENCY WORKFORCE

| CODE | JOB CATEGORY | TOTAL NUMBER OF EMPLOYEES | TOTAL NUMBER OF AFRICAN AMERICANS | TOTAL NUMBER OF HISPANIC AMERICANS | TOTAL NUMBER OF FEMALES | TOTAL NUMBER OF OTHERS |
|------|--------------------------|---------------------------------|---|--|-------------------------------|------------------------------|
| 0A | OFFICIALS/ADMINISTRATORS | 14916 | 1350 | 1908 | 7358 | 6060 |
| 0C | ADMINISTRATIVE SUPPORT | 42344 | 8224 | 11661 | 37332 | 2674 |
| 0M | SERVICE/MAINTENANCE | 28971 | 9578 | 8738 | 16021 | 5452 |
| 0P | PROFESSIONALS | 150140 | 16899 | 22304 | 82819 | 53343 |
| 0Q | PARA-PROFESSIONAL | 11673 | 2330 | 3462 | 9090 | 1415 |
| 0R | PROTECTIVE SERVICES | 49791 | 15331 | 10149 | 22502 | 15131 |
| 0S | SKILLED/CRAFT | 10850 | 857 | 2646 | 486 | 7034 |
| 0T | TECHNICIANS | 31848 | 4876 | 6594 | 16598 | 10691 |
| 0 | TOTALS | 340533 | 59445 | 67462 | 192206 | 101800 |

1 101344

CHARTS/TABLES

Chart 1. Statistical Analysis of CRD and Statewide Employment Complaints Filed by Basis

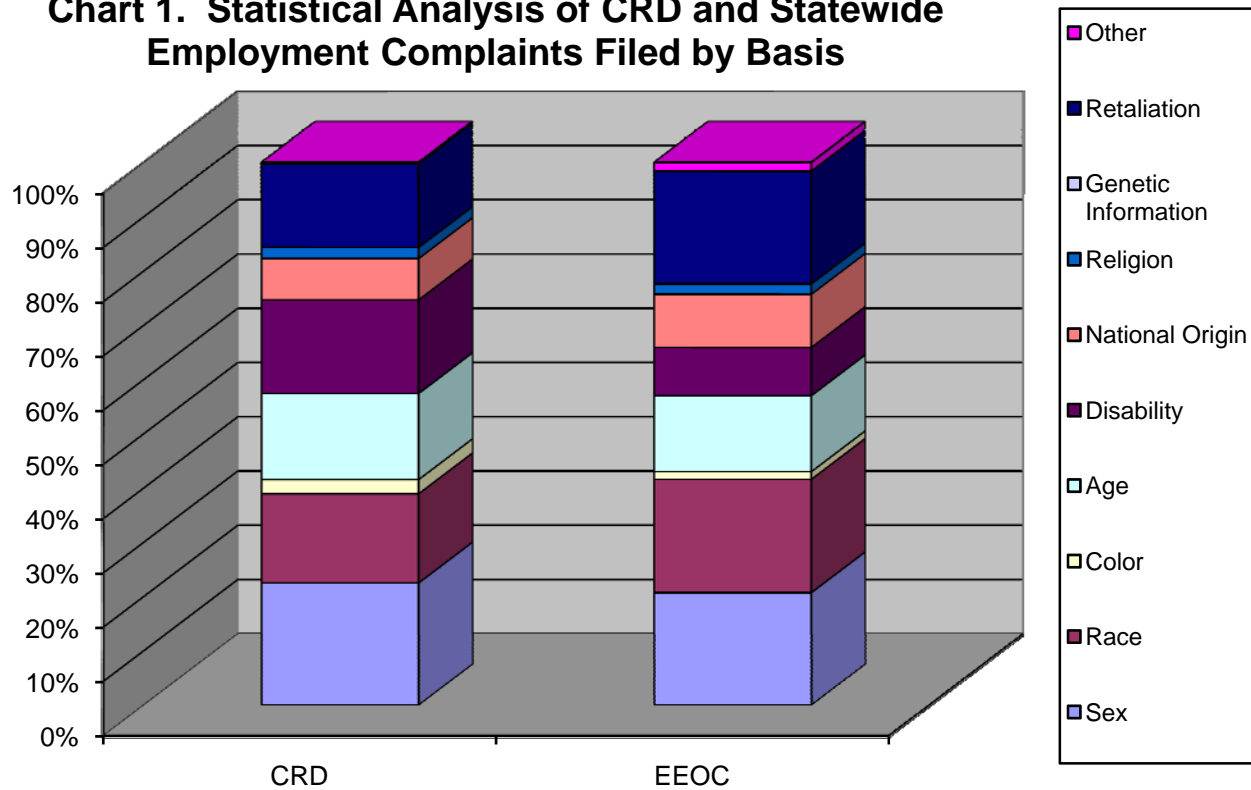


Table 1. CRD and Statewide Employment Complaints Filed

| CRD | | | EEOC | | |
|---------------------|--------------|-------------|---------------------|---------------|-------------|
| BASIS | NUMBER | PERCENTAGE | BASIS | NUMBER | PERCENTAGE |
| Sex | 431 | 22.53% | Sex | 3,698 | 20.68 |
| Race | 315 | 16.47% | Race | 3,731 | 20.86 |
| Color | 50 | 2.61% | Color | 257 | 1.44 |
| Age | 304 | 15.90% | Age | 2,498 | 13.97 |
| Disability | 331 | 17.30% | Disability | 1,597 | 8.93 |
| National Origin | 146 | 7.63% | National Origin | 1,757 | 9.82 |
| Religion | 39 | 2.04% | Religion | 336 | 1.90 |
| Genetic Information | 0 | 0.0% | Genetic Information | 3,713 | 20.76 |
| Retaliation | 292 | 15.26% | Retaliation | 0 | 0 |
| Other | 5 | 0.26% | Other | 295 | 1.64 |
| TOTAL | 1,913 | 100% | TOTAL | 17,882 | 100% |

Chart 2. Statistical Analysis of Employment Complaints Filed By Issue

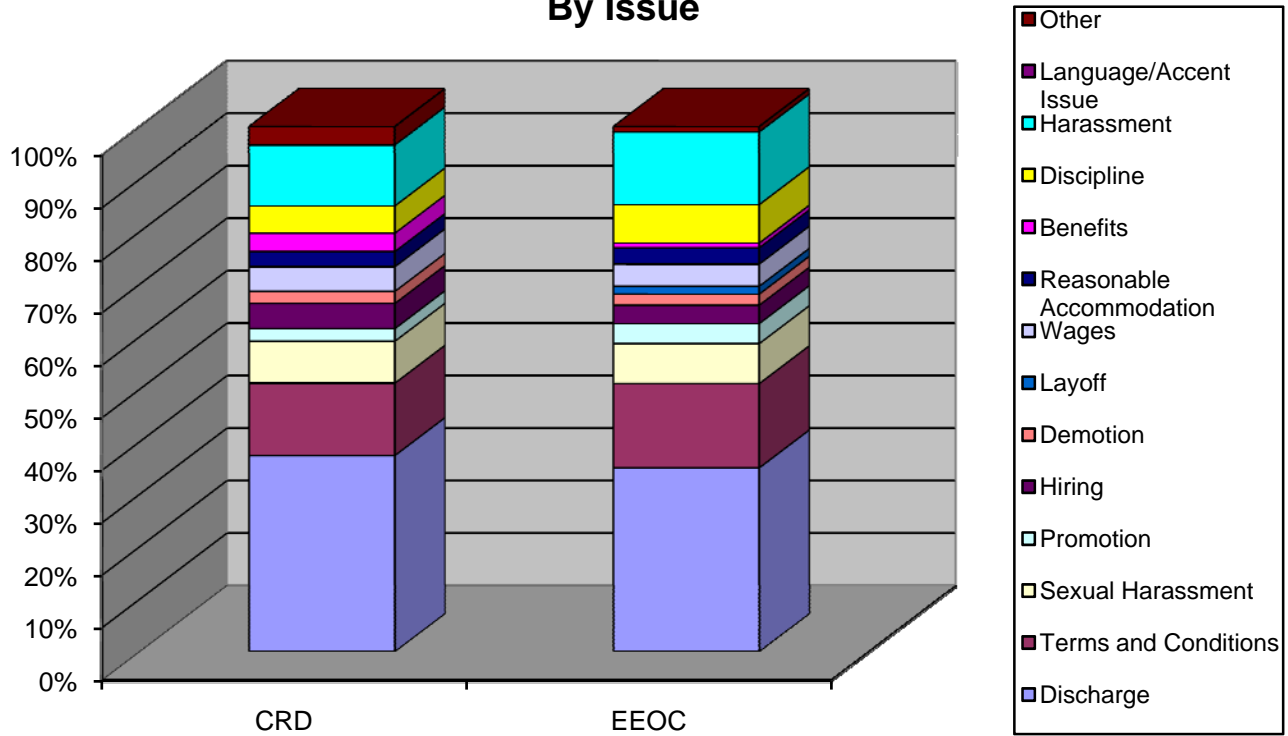


Table 2. CRD and Statewide Employment Complaints Filed

| CRD | | | EEOC | | |
|--------------------------|--------------|-------------|--------------------------|---------------|-------------|
| ISSUES | TOTAL | PERCENTAGE | ISSUES | TOTAL | PERCENTAGE |
| Discharge | 795 | 37.36% | Discharge | 6,293 | 34.91 |
| Terms and Conditions | 294 | 13.82% | Terms and Conditions | 2,889 | 16.03 |
| Sexual Harassment | 171 | 8.04% | Sexual Harassment | 1,377 | 7.64 |
| Promotion | 51 | 2.40% | Promotion | 692 | 3.84 |
| Hiring | 103 | 4.84% | Hiring | 626 | 3.47 |
| Demotion | 49 | 2.30% | Demotion | 380 | 2.10 |
| Layoff | | | Layoff | 273 | 1.51 |
| Wages | 99 | 4.65% | Wages | 754 | 4.18 |
| Reasonable Accommodation | 62 | 2.91% | Reasonable Accommodation | 562 | 3.12 |
| Benefits | 74 | 3.48% | Benefits | 170 | 0.94 |
| Discipline | 110 | 5.17% | Discipline | 1,316 | 7.30 |
| Harassment | 246 | 11.56% | Harassment | 2,486 | 13.79 |
| Language/Accent Issue | 0 | 0.0% | Language/Accent Issue | 23 | 0.13 |
| Other | 74 | 3.47% | Other | 187 | 1.7 |
| TOTAL | 2,128 | 100% | TOTAL | 18,028 | 100% |

Chart 3. Statistical Analysis of Employment Cases Closed By Type of Closure

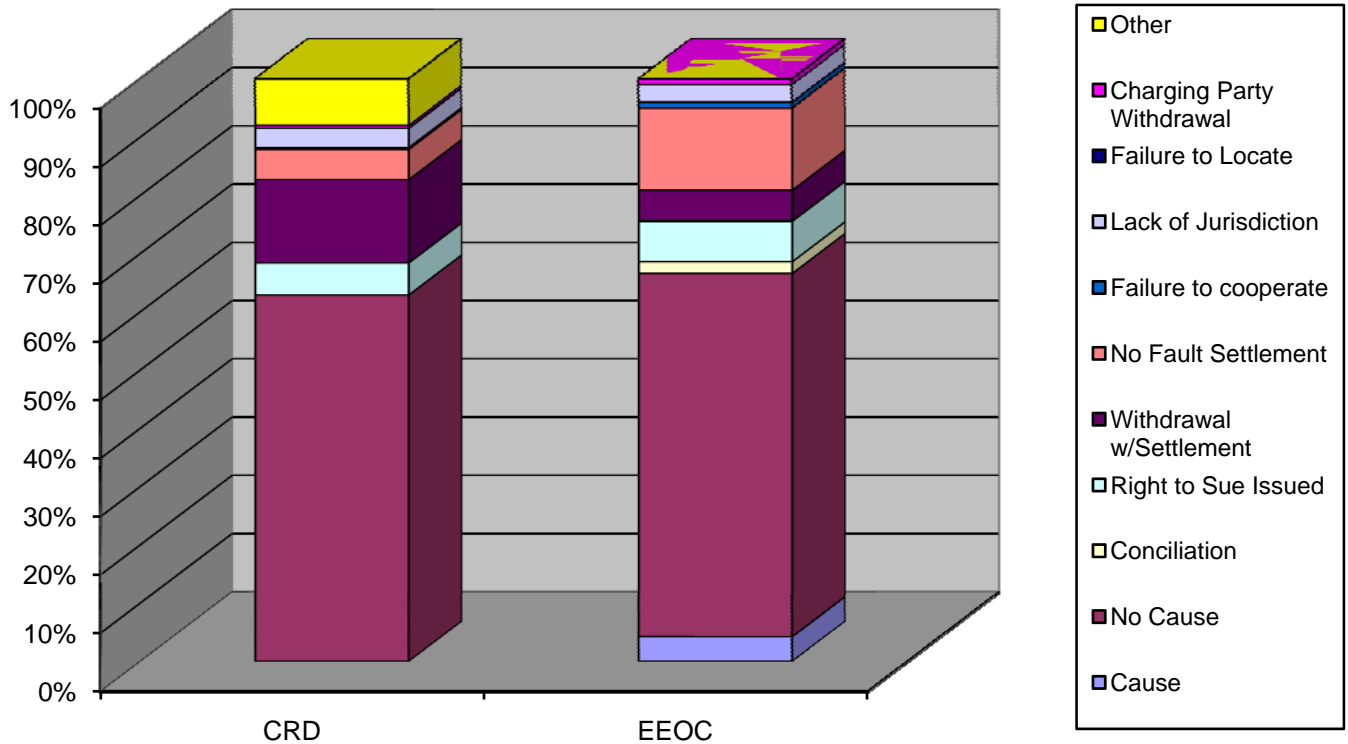


Table 3. CRD and Statewide Employment Closures

| CRD | | | EEOC | | |
|---------------------------|--------------|-------------|---------------------------|---------------|-------------|
| CLOSURE TYPE | TOTAL | PERCENTAGE | CLOSURE TYPE | TOTAL | PERCENTAGE |
| Cause | 0 | 0% | Cause | 315 | 3.06% |
| No Cause | 707 | 62.8% | No Cause | 7,050 | 68.49% |
| Successful Conciliation | 0 | 0% | Successful Conciliation | 93 | .90% |
| Right to Sue Issued | 61 | 5.4% | Right to Sue Issued | 717 | 6.97% |
| Withdrawal w/Settlement | 155 | 13.8% | Withdrawal w/Settlement | 558 | 5.42% |
| No Fault Settlement | 58 | 5.2% | No Fault Settlement | 1,109 | 10.77% |
| Failure to Cooperate | 3 | 0.3% | Failure to Cooperate | 13 | 0.13% |
| Lack of Jurisdiction | 37 | 3.3% | Lack of Jurisdiction | 327 | 3.18% |
| Failure To Locate | 0 | 0 | Failure to Locate | 5 | 0.05% |
| Charging Party Withdrawal | 12 | 1.1% | Charging Party Withdrawal | 106 | 1.03% |
| Other | 92 | 8.2% | Other | 0 | 0 |
| TOTAL | 1,125 | 100% | TOTAL | 10,293 | 100% |

Chart 4. Statistical Analysis of CRD and Statewide Housing Complaints Filed By Basis

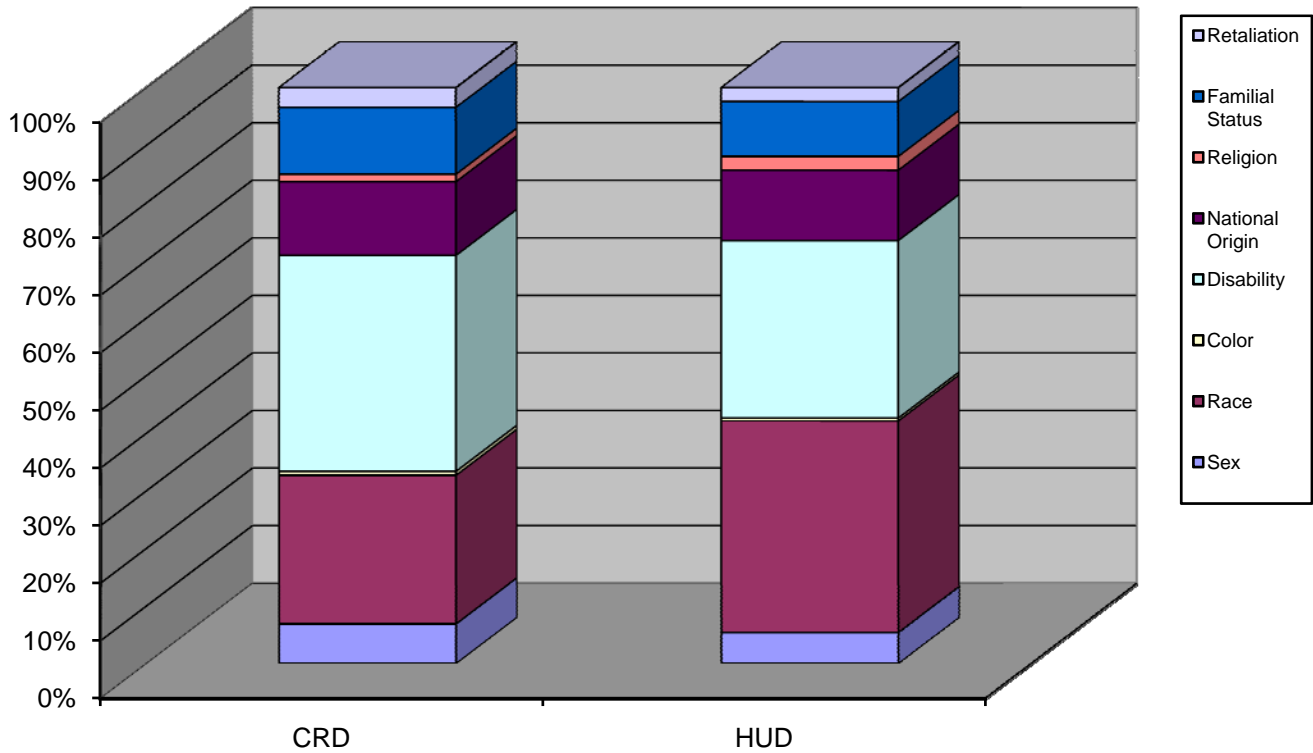


Table 4. CRD and Statewide Housing Complaints Filed

| CRD | | | HUD | | |
|-----------------|------------|-------------|-----------------|--------------|-------------|
| BASIS | NUMBER | PERCENTAGE | BASIS | NUMBER | PERCENTAGE |
| Sex | 33 | 5.38% | Sex | 139 | 6.86% |
| Race | 225 | 36.70% | Race | 523 | 25.81% |
| Color | 3 | .50% | Color | 14 | .69% |
| Disability | 189 | 30.83% | Disability | 759 | 37.46% |
| National Origin | 75 | 12.23% | National Origin | 260 | 12.83% |
| Religion | 15 | 2.45% | Religion | 27 | 1.33% |
| Familial Status | 58 | 9.46% | Familial Status | 236 | 11.65% |
| Retaliation | 15 | 2.45% | Retaliation | 68 | 3.37% |
| TOTAL | 613 | 100% | Total | 2,026 | 100% |

Chart 5. Statistical Analysis of CRD and Statewide Housing Complaints Filed By Issue

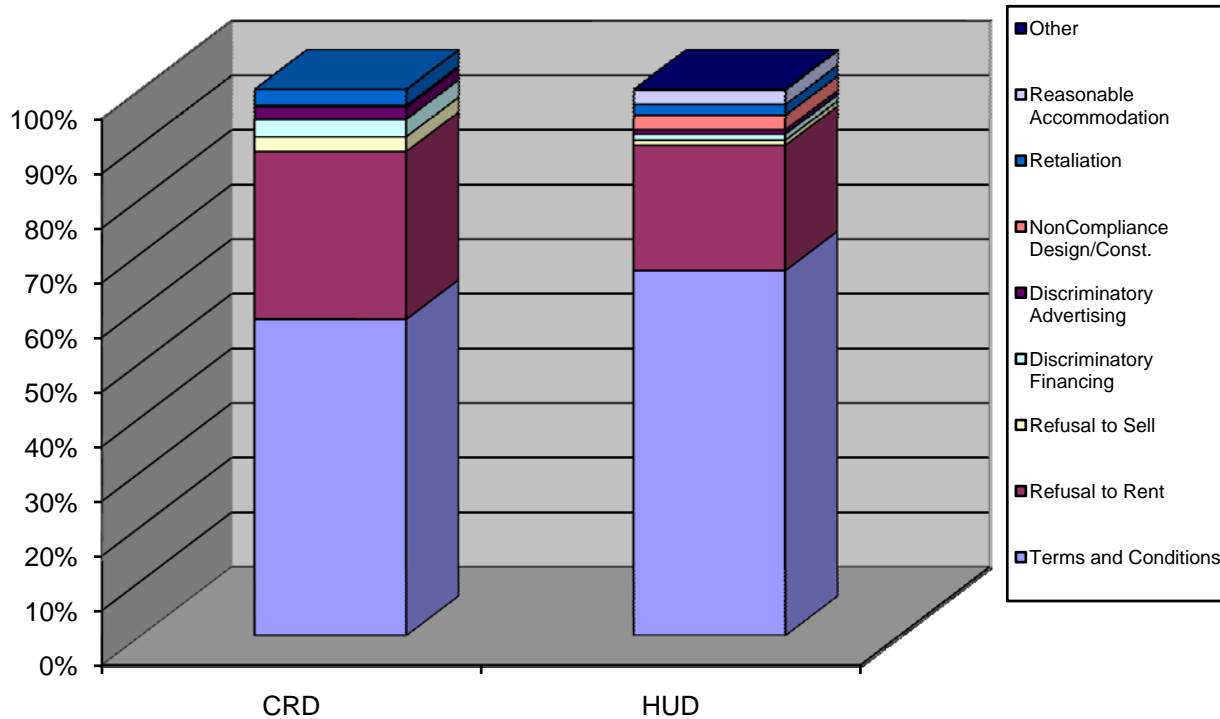


Table 5. CRD and Statewide Housing Complaints Filed

| CRD | | | HUD | | |
|------------------------------------|------------|-------------|------------------------------------|--------------|-------------|
| ISSUES | TOTAL | PERCENTAGE | ISSUES | TOTAL | PERCENTAGE |
| Terms and Conditions | 234 | 57.78% | Terms And Conditions | 775 | 66.81% |
| Refusal to Rent | 124 | 30.62% | Refusal to Rent | 266 | 22.93% |
| Refusal to Sell | 11 | 2.72% | Refusal to Sell | 11 | 0.95% |
| Discriminatory Financing | 13 | 3.21% | Discriminatory Financing | 13 | 1.12% |
| Discriminatory Advertising* | 9 | 2.22% | Discriminatory Advertising* | 9 | .78% |
| Non Compliance Design/Construction | 1 | 0.25% | Non Compliance Design/Construction | 31 | 2.67% |
| Retaliation | 12 | 2.96% | Retaliation | 23 | 1.98% |
| Reasonable Accommodation | 1 | 0.25% | Reasonable Accommodation | 31 | 2.67% |
| Other | 0 | 0.0% | Other | 1 | 0.09% |
| TOTAL | 402 | 100% | TOTAL | 1,160 | 100% |

*False Advertising is included in the Discriminatory advertising category.

Chart 6. Statistical Analysis of CRD and Statewide Housing Cases Closed By Type of Closure

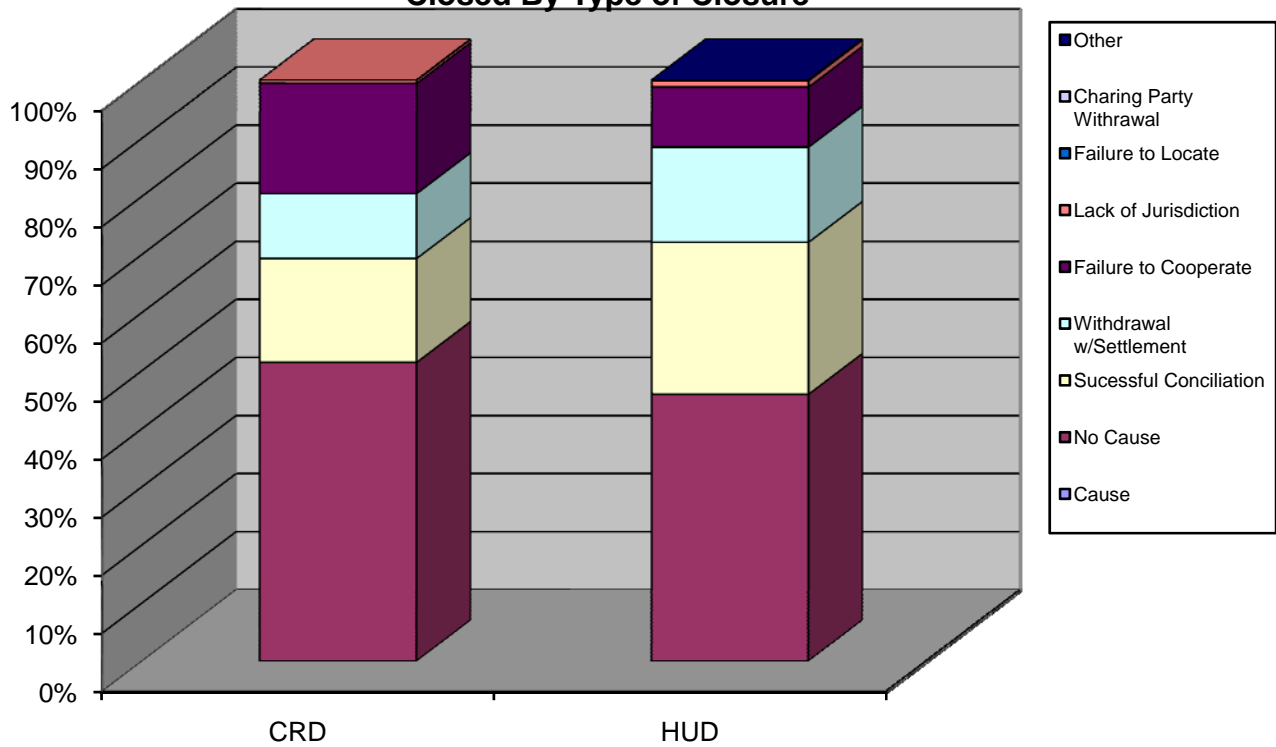


Table 6. CRD and Statewide Housing Closures

| CRD | | | HUD | | |
|---------------------------|------------|-------------|---------------------------|------------|-------------|
| CLOSURE TYPE | TOTAL | PERCENTAGE | CLOSURE TYPE | TOTAL | PERCENTAGE |
| Cause | 0 | 0% | Cause | 0 | 0.0% |
| No Cause | 92 | 51.4% | No Cause | 342 | 45.91% |
| Successful Conciliation* | 32 | 17.88% | Successful Conciliation* | 195 | 26.17% |
| Withdrawal w/Settlement | 20 | 11.17% | Withdrawal w/Settlement | 122 | 16.38% |
| Failure To Cooperate | 34 | 18.99% | Failure To Cooperate | 77 | 10.34% |
| Lack of Jurisdiction | 1 | .56% | Lack of Jurisdiction | 8 | 1.07% |
| Failure To Locate | 0 | 0% | Failure To Locate | 0 | 0% |
| Charging Party Withdrawal | 0 | 0% | Charging Party Withdrawal | 0 | 0% |
| Other | 20 | 0% | Other | 1 | 0.13% |
| TOTAL | 199 | 100% | TOTAL | 745 | 100% |

*No Fault Settlement is included in the Successful Conciliation category.
 Note: Housing closure types do not include Right to Sue Issued category.