

Office of Equal Opportunity
Inquiries/Complaint Information
January 2013 – December 2013

During the past year, over 50 citizens and/or employees called or visited the Office of Equal Opportunity (OEO) to seek redress for wrongs they perceived to have been committed against them.

Those visits resulted in Twenty-Seven (27) charges of discrimination being filed.

Fifteen (15) of those cases were internal in nature, and twelve (12) were external. Many of the cases alleged multiple bases of discrimination, but over half of them, 15 (56%) alleged discrimination based on Race.

Other types of discrimination alleged were; Harassment/Hostile Work Environment-8 (30%), Retaliation-6 (22%), Gender-6 (22%), Disability-4 (15%), Age-3 (11%), Religion-1 (4%), Marital Status-1 (4%), Color-1 (4%), and National Origin-1 (1%).

Chart 1 lists the basis for each complaint that was filed internally and externally.

CHART 1 – COMPLAINT BASIS

ALLEGED BASIS	INTERNAL	EXTERNAL	TOTAL	PERCENT (%)
Race	6	9	15	56
Harassment/Hostile Work Environment	5	3	8	30
Retaliation	6	0	6	22
Gender	3	3	6	22
Disability	4	0	4	15
Age	2	1	3	11
Religion	1	0	1	4
Marital Status	0	1	1	4
Color	1	0	1	4
National Origin	1	0	1	4
Not Listed	2	0	2	7

Of the forty-six (46) cases that were closed in 2013, seventeen (17) were internal and twenty-nine (29) were external. The dispositions are as follows: Cause-7 (15%); No Cause-20 (43%); Dismissal-5 (11%); Settlement-4 (9%); Withdrawn-9 (20%); and, Completed intake, but never filed complaint-1 (2%).

The four (4) settlement cases were completed through the OEO's mediation process.

Chart 2 displays the breakdown of each disposition.

CHART 2 – DISPOSITIONS

DISPOSITION	INTERNAL	EXTERNAL	TOTAL	PERCENT (%)
Cause	1	6	7	15
No Cause	6	14	20	43
Dismissal	3	2	5	11
Settlement	0	4	4	9
Withdrawn	6	3	9	20
Completed Intake – Never filed complaint	1	0	1	2