

**STATE OF NEBRASKA
EQUAL OPPORTUNITY
COMMISSION**



ANNUAL REPORT

Fiscal Year 2024/2025

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 we engage 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. This includes Scottsbluff/Gering, Grand Island, North Platte, South Sioux City, Lincoln, and Omaha, as well as the areas surrounding these population bases. We are 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, government agencies, 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, including sexual harassment, 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, reasonable accommodations for disability and religious practices, pregnancy discrimination, and how to conduct an internal investigation (such as for employee-reported harassment).

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. The NEOC also occasionally provides training in conjunction with our federal partner agencies, HUD and EEOC, for settlements those agencies reach with parties in federal investigations or court cases.

The NEOC continues to utilize technologies such as Webex and Zoom to provide high-quality presentations, outreach, and education whenever needed or requested throughout the state, while being efficient with taxpayer dollars and flexible with scheduling and time. These technologies are scalable and suitable for smaller audiences such as individual housing providers and employers. It also works to provide larger-sized webinars and e-conferences to groups of up to dozens or even hundreds of participants across the state. Online platforms allow 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. Furthermore, these platforms allow those we educate and partner with to save money and time themselves as they do not need to travel to a specific central location to attend. This permits any number of participants from multiple cities or offices statewide, out of state management, or even remote workers in-state, to view and interact with a presentation at the same time. Of course, the NEOC continues to provide in-person education and outreach as well, as individual situations/groups may require or prefer.

Through most of 2024, the NEOC was able to utilize federal funds to run educational television commercials on KOLN reaching a significant number of Nebraskans regarding housing discrimination, educating both housing providers and potential victims on the law and how to reach the NEOC for more information. The NEOC appreciated the granting of these funds by HUD, as well as the assistance of KOLN in the professional filming and scheduling of the commercials.

2024-2025 also saw the design, implementation, and successful launch of the NEOC's new, up-to-date website at neoc.nebraska.gov, an important tool for outreach and education. Statistics elsewhere in this Annual Report show that the NEOC's website is an important portal for Nebraskans and others to reach the agency. The new website gives the NEOC additional capabilities to host audio and video; is more compatible with a variety of devices from PCs to cell phones; has increased functionality for disability access and language translation; and has easier tools for updating and posting content.

The NEOC will continue to provide employers and housing providers with the support they need through our educational initiatives. Our relationships with other state agencies, municipal agencies, our federal partners, and others throughout the state ensure we will be able to provide educational opportunities to Nebraskans in all corners of the state regarding the protections afforded to them under Nebraska's civil rights laws. See the following table for specifics on individual outreach events July 1, 2024 – June 30, 2025:

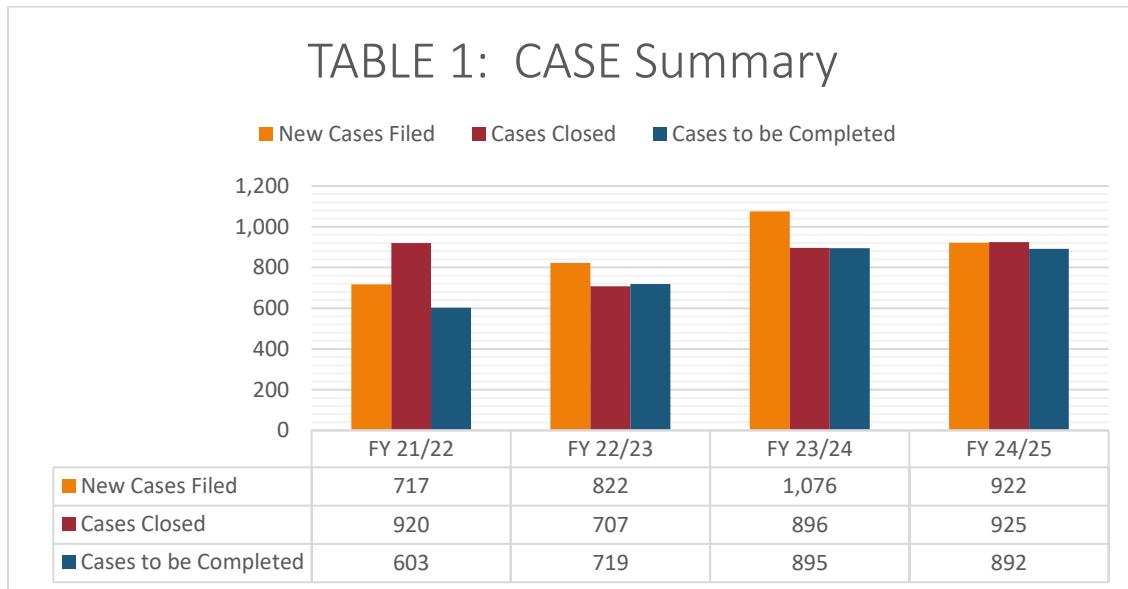
| Outreach or Training Activity in Brief | Date | County |
|--|------------|--|
| Television commercials featuring tenants facing various types of housing discrimination airing throughout the state. | 1/22-12/22 | Adams, Antelope, Arthur, Boone, Brown, Buffalo, Butler, Cass, Clay, Colfax, Custer, Dawson, Dodge, Douglas, Fillmore, Franklin, Frontier, Furnas, Gage, Garfield, Gosper, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Johnson, Kearney, Keith, Keya Paha, Lancaster, Lincoln, Logan, Loup, Madison, McPherson, Merrick, Nance, Nemaha, Nuckolls, Otoe, Pawnee, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Sarpy, Saunders, Seward, Sherman, Thayer, Valley, Webster, Wheeler, York |
| Outreach table at Nebraska Disability Pride Celebration promoting Commission services to population. | 7/20 | Lancaster |

| Outreach or Training Activity in Brief | Date | County |
|--|----------|-------------|
| All-day (double) presentation with Heartland Workforce Solutions management and staff regarding workplace and clientele, NEOC services offered. | 8/1 | Douglas |
| Meeting with and presentation to housing and maintenance staff at Midland University regarding disability accommodations and other housing issues in college housing. | 8/9 | Dodge |
| Presentation to Lincoln hotel management professional group regarding preventing discrimination in employment. | 9/10 | Lancaster |
| Presentation to private business in partnership with EEOC to satisfy requirements of a federal settlement agreement. | 9/13 | Lancaster |
| NEOC launched new website this date, featuring new resources, education, and information. | 9/30 | whole state |
| Q&A presentation with clients of Jackson Lewis law firm, primarily regarding employment discrimination issues. | 10/24 | Douglas |
| Presentation to Omaha job seekers, recently unhoused, and others seeking assistance regarding NEOC services, what to look out for when applying, and how to file a discrimination complaint. | 11/7 | Douglas |
| Presentation to private business in connection with housing settlement regarding disability accommodations. | 2/18 | Madison |
| Presentation to private business in connection with housing settlement regarding disability accommodations. | 2/20 | Lancaster |
| Presentation to private business in connection with housing settlement regarding disability accommodations. | 3/11 | Pawnee |
| Presentation to and meeting with Nebraska Workers Comp Court judges regarding preventing discrimination/harassment in the workplace, and handling discrimination issues in cases before the court. | 3/20 | Lancaster |
| Governor Pillen signed proclamation declaring April as Fair Housing Month in Nebraska. | 4/1 | whole state |
| Stamped mail advertising "Fair Housing Month" during month of April 2024, to all USPS contacts. | 4/1-4/30 | whole state |

| Outreach or Training Activity in Brief | Date | County |
|---|------|---------|
| Training for a private business in connection with a housing settlement regarding disability accommodations. | 4/10 | Webster |
| Planning session with government agency, Commission for Blind, regarding agency services and potential collaboration and future training. | 5/21 | Douglas |
| Training for private business in connection to housing settlement regarding sex discrimination. | 6/24 | Cuming |

/bw

TABLE 1: CASE SUMMARY



The 922 **new** cases filed in FY 24/25 include: 832 employment cases; 52 housing cases; and 38 public accommodation cases.

The 925 cases **closed** in FY 24/25 include: 916 Commission dismissals (no reasonable cause, pre-determination/mediation settlements, and administrative closures); and 9 post reasonable cause findings including 7 NEOC conciliation actions; 1 conciliation decision adopted from another agency; 1 public hearing action; and 0 civil actions (housing).

The 892 cases **to be completed** at the end of 24/25 include: 887 cases to be investigated, 5 cases in conciliation, 0 case in public hearing, and 0 cases in civil action.

NOTES/HIGHLIGHTS

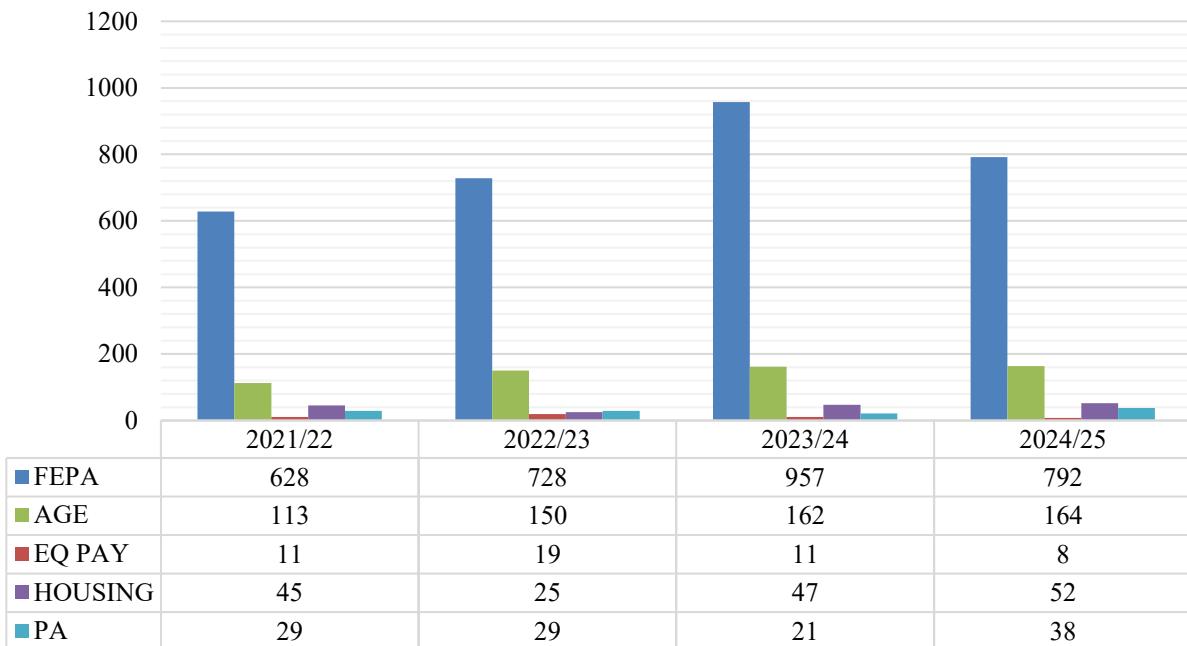
New charges filed represent a 14% decrease from FY 23/24.

Cases closed represent a 3% increase from FY 23/24.

Cases to be completed at the end of the fiscal year represent no change from FY 23/24.

**TABLE 2: CHARGES OF ALLEGED DISCRIMINATION
FILED DURING CURRENT AND PREVIOUS YEARS BY STATUTE**

2021/22 – 2024/25



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 2024/25

| BASIS | EMPLOYMENT | | | HOUSING/PUBLIC ACCOM. | | |
|--------------------------------|------------|-----------|-----|-----------------------|---------------|--------|
| | FEPA | EQUAL PAY | AGE | HOUSING | PUBLIC ACCOM. | TOTALS |
| RACE | 222 | | | 21 | 26 | 269 |
| COLOR | 40 | | | 1 | 4 | 45 |
| SEX | 200 | 8 | | 6 | 4 | 218 |
| SEX-PREGNANCY | 30 | | | | | 30 |
| AGE (over 40) | | | 160 | | | 160 |
| RELIGION | 42 | | | 2 | 5 | 49 |
| NATIONAL ORIGIN/ ANCESTRY | 108 | | | 7 | 8 | 123 |
| DISABILITY | 392 | | | 32 | 9 | 433 |
| MARITAL STATUS | 16 | | | | | 16 |
| FAMILIAL STATUS | | | | 3 | 0 | 3 |
| RETALIATION | 548 | 3 | 76 | 8 | 5 | 640 |
| RETALIATION (Whistleblower) | 74 | | | | | 74 |
| WAGE RETALIATION | 45 | | | | | 45 |

The grayed-out sections do not apply to that law.

TABLE 4: ISSUES IN EMPLOYMENT AND PUBLIC ACCOMMODATIONS CHARGES FILED IN FY 2024/25

| <u>ISSUE</u> | <u>NUMBER</u> |
|------------------------------------|----------------------|
| Discharge | 512 |
| Terms and Conditions of Employment | 327 |
| Harassment | 292 |
| Reasonable Accommodation | 222 |
| Discipline | 171 |
| Wages | 167 |
| Constructive Discharge | 116 |
| Suspension | 84 |
| Assignment | 78 |
| Sexual Harassment | 59 |
| Failure to Hire | 57 |
| Failure to Promote | 39 |
| Failure to Train | 39 |
| Public Accommodation Issue | 38 |
| Demotion | 25 |
| Benefits-Insurance | 13 |
| Benefits | 12 |
| References Unfavorable | 6 |
| Union Representation | 6 |
| Other | 6 |
| Breach of Confidentiality | 4 |
| Benefits-Retirement/Pension | 4 |
| English Only Rule | 4 |
| Layoff | 3 |
| Prohibited Medical Inquiry/Exam | 2 |
| Job Classification | 2 |

**TABLE 5: ISSUES IN HOUSING CHARGES FILED
FY 2024/25**

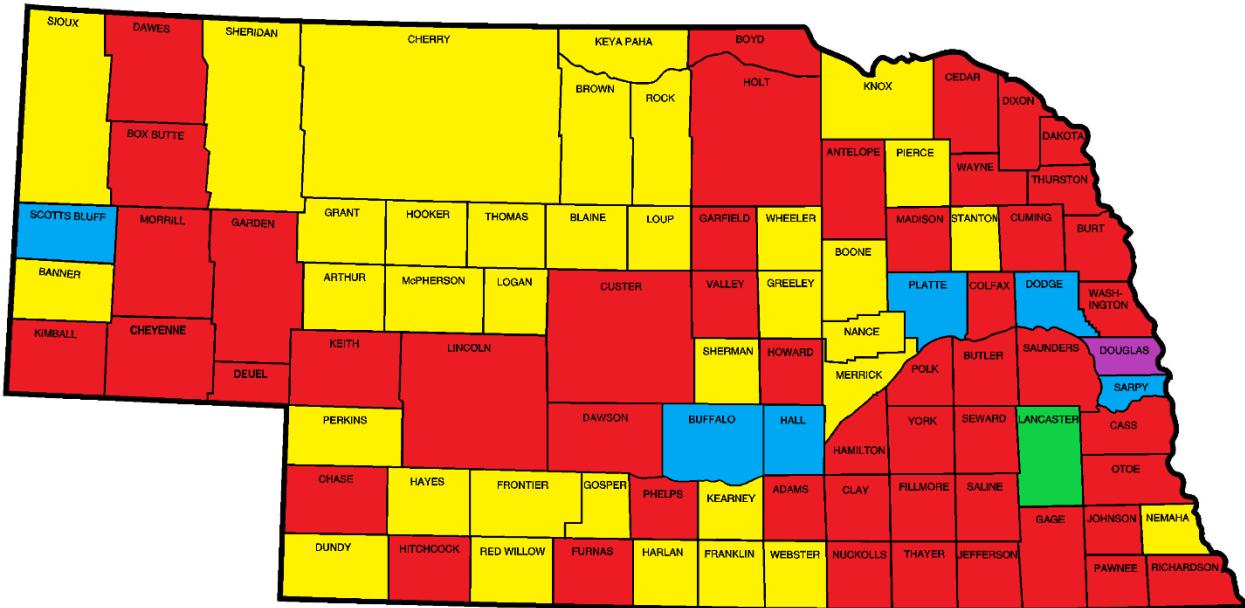
| ISSUE | NUMBER |
|--|---------------|
| Terms, conditions, privileges, or services and facilities | 32 |
| To otherwise make unavailable or deny housing | 31 |
| Failure to make reasonable accommodation | 18 |
| Discrimination in terms, conditions, privileges relating to rental | 18 |
| Discriminatory acts under section 818 (coercion, etc.) | 9 |
| Discriminatory refusal to rent | 4 |
| Failure to permit reasonable modification | 2 |
| Discriminatory refusal to negotiate for rental | 2 |
| Discriminatory financing (includes real estate transactions) | 1 |
| Steering | 1 |

**TABLE 6: COMPLAINANT CHARACTERISTICS
(for all laws)
FY 2023/24 – 2024/25**

| MALE | FY 23/24 | FY 24/25 | FEMALE | FY 23/24 | FY 24/25 |
|----------------------------------|-------------|-------------|----------------------------------|-------------|-------------|
| Race | | | Race | | |
| Black/African American | 160 | 128 | Black/African American | 169 | 129 |
| Native Hawaiian/Pacific Islander | 0 | 2 | Native Hawaiian/Pacific Islander | 0 | 1 |
| American Indian/Alaska Native | 9 | 12 | American Indian/Alaska Native | 18 | 8 |
| Bi-Racial/Multi-Racial | 13 | 6 | Bi-Racial/Multi-Racial | 19 | 13 |
| Asian | 8 | 24 | Asian | 6 | 10 |
| White | 225 | 190 | White | 322 | 313 |
| Ethnicity | | | Ethnicity | | |
| Hispanic/Latino | 55 | 59 | Hispanic/Latino | 62 | 72 |
| Not Hispanic/Latino | 383 | 336 | Not Hispanic/Latino | 495 | 433 |
| National Origin | | | National Origin | | |
| North America | 344 | 312 | North America | 497 | 434 |
| Middle East | 8 | 24 | Middle East | 3 | 3 |
| Hispanic | 35 | 34 | Hispanic | 25 | 41 |
| Europe | 5 | 3 | Europe | 1 | 4 |
| Caribbean | 3 | 2 | Caribbean | 0 | 2 |
| Asia | 4 | 6 | Asia | 6 | 8 |
| Africa | 36 | 6 | Africa | 25 | 6 |
| Unable to obtain info | 0 | 14 | Unable to obtain info | 1 | 20 |

In Fiscal Year 24/25, we had 3 individuals who declined to give us the above information.

TABLE 7: CHARGES TAKEN BY COUNTY FY 2024/25



| NONE | 1 – 10 | 11 – 100 | 229 | 417 |
|------|--------|----------|-----|-----|
|------|--------|----------|-----|-----|

| | | | | | | | |
|-----------|----|-----------|-----|-----------|-----|--------------|----|
| Adams | 10 | Deuel | 3 | Johnson | 3 | Red Willow | 0 |
| Antelope | 2 | Dixon | 2 | Kearney | 0 | Richardson | 4 |
| Arthur | 0 | Dodge | 17 | Keith | 3 | Rock | 0 |
| Banner | 0 | Douglas | 417 | Keya Paha | 0 | Saline | 3 |
| Blaine | 0 | Dundy | 0 | Kimball | 1 | Sarpy | 35 |
| Boone | 0 | Fillmore | 1 | Knox | 0 | Saunders | 1 |
| Box Butte | 4 | Franklin | 0 | Lancaster | 229 | Scotts Bluff | 17 |
| Boyd | 2 | Frontier | 0 | Lincoln | 10 | Seward | 2 |
| Brown | 0 | Furnas | 1 | Logan | 0 | Sheridan | 0 |
| Buffalo | 18 | Gage | 6 | Loup | 0 | Sherman | 0 |
| Burt | 1 | Garden | 4 | McPherson | 8 | Sioux | 0 |
| Butler | 1 | Garfield | 1 | Madison | 0 | Stanton | 0 |
| Cass | 2 | Gosper | 0 | Merrick | 0 | Thayer | 1 |
| Cedar | 3 | Grant | 0 | Morrill | 2 | Thomas | 0 |
| Chase | 4 | Greeley | 0 | Nance | 0 | Thurston | 5 |
| Cherry | 0 | Hall | 27 | Nemaha | 0 | Valley | 1 |
| Cheyenne | 3 | Hamilton | 1 | Nuckolls | 1 | Washington | 5 |
| Clay | 1 | Harlan | 0 | Otoe | 4 | Wayne | 2 |
| Colfax | 2 | Hayes | 0 | Pawnee | 2 | Webster | 0 |
| Cuming | 2 | Hitchcock | 1 | Perkins | 0 | Wheeler | 0 |
| Custer | 3 | Holt | 4 | Phelps | 1 | York | 8 |
| Dakota | 6 | Hooker | 0 | Pierce | 0 | | |
| Dawes | 1 | Howard | 1 | Platte | 15 | | |
| Dawson | 2 | Jefferson | 5 | Polk | 1 | | |

TABLE 8: CHARGES NOT DOCKETED

The Commission reviewed and processed 824 inquiries that did not result in formalized charges for the following reasons:

| Reason for Non-Filing | 2022/23 | 2023/24 | 2024/25 |
|---|----------------|----------------|----------------|
| Respondent has too few employees | 42 | 55 | 54 |
| Allegations outside the Statute of Limitations | 23 | 32 | 33 |
| Complainant had no standing or basis to file | 281 | 359 | 498 |
| Informed of right to file, but declined to file | 184 | 178 | 239 |
| TOTAL NOT DOCKETED | 530 | 624 | 824 |

TABLE 9: OTHER ASSISTANCE TO THE PUBLIC

In addition to screening and setting 1,348 appointments, and conducting initial interviews, the Commission staff also fielded 5,630 other inquiries from the public in FY 24/25. The inquiries received can be categorized as follows:

| Contact Type | 2022/23 | 2023/24 | 2024/25 |
|---|----------------|----------------|----------------|
| General Questions Answered | 652 | 662 | 981 |
| Employer Inquiries | 843 | 1,110 | 976 |
| Information Sent | 27 | 7 | 7 |
| Referred to an appropriate source of assistance | 247 | 219 | 245 |
| Complainant Inquiries | 1,785 | 3,839 | 3,421 |
| TOTAL OTHER ASSIST | 3,554 | 5,837 | 5,630 |

The NEOC website is regularly updated. Upcoming Commission Meeting information, as well as educational information, is 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 24/25, there were 17,834 website hits to the NEOC home page.

TABLE 10: COMMISSION DETERMINATIONS

| | | FY 22/23 | FY 23/24 | FY 24/25 |
|-----------------------------------|---|---------------------|---------------------|---------------------|
| Reasonable Cause | NEOC (moved to conciliation) | 11 | 9 | 9 |
| | Adopted (moved to conciliation) | 0 | 0 | 0 |
| No Reasonable Cause | NEOC | 511 | 582 | 699 |
| | Adopted | 15 | 98 | 34 |
| Pre-Determination Settlement | NEOC | 65 | 58 | 73 |
| | Adopted | 0 | 1 | 0 |
| Mediation | NEOC | 16 | 17 | 18 |
| Withdrawal With Settlement | NEOC | 18 | 16 | 20 |
| | Adopted | 3 | 6 | 3 |
| Withdrawal Without Settlement | NEOC | 17 | 21 | 12 |
| | Adopted | 1 | 3 | 2 |
| Failure to Locate | NEOC | 0 | 0 | 0 |
| | Adopted | 0 | 0 | 0 |
| Failure to Cooperate | NEOC | 0 | 1 | 1 |
| | Adopted | 0 | 0 | 0 |
| Lack of Jurisdiction | NEOC | 22 | 31 | 22 |
| | Adopted | 0 | 5 | 1 |
| Complainant Filing/Filed in Court | NEOC | 7 | 9 | 6 |
| | Adopted | 2 | 2 | 0 |
| Other | NEOC | 9 | 16 | 13 |
| | Adopted | 6 | 20 | 9 |
| Conciliations | Successful Conciliations | 8 | 5 | 5 |
| | Successful Conciliations – Adopted | 0 | 0 | 0 |
| | Unsuccessful Conciliations - Dismissals | 5 | 5 | 2 |
| | Unsuccessful Conciliations - Complainant Filing/Filed in Court | 0 | 0 | 0 |
| | Other - Adopted | 0 | 0 | 0 |
| | Unsuccessful Conciliations to Public Hearing or Civil Action | 1 | 0 | 0 |
| Public Hearings | For Complainant | 0 | 0 | 0 |
| | For Respondent | 0 | 0 | 0 |
| | Negotiated Settlement | 0 | 0 | 1 |
| | Other | 0 | 0 | 0 |
| Civil Action (Housing) | For Complainant | 0 | 0 | 0 |
| | For Respondent | 0 | 0 | 0 |
| | Negotiated Settlements | 2 | 0 | 0 |
| | Other | 0 | 0 | 0 |
| | Dismissal | 0 | 0 | 0 |

**TABLE 11: COMMISSION DETERMINATIONS BY STATUTE
(CLOSED CASES)
FY 2024/25**

| FAIR EMPLOYMENT PRACTICE ACT | AGE | EQUAL PAY | HOUSING | PUBLIC ACCOMM. |
|------------------------------------|-----|--------------|---------|-------------------|
| 799 | 152 | 9 | 53 | 21 |

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

| REASON FOR LACK OF JURISDICTION | FY 2022/23 |
|-----------------------------------|------------|
| No Employer/Employee Relationship | 12 |
| Not Enough Employees | 6 |
| Other | 2 |
| Untimely Filed | 2 |
| TOTAL | 22 |

| REASON FOR LACK OF JURISDICTION | FY 2023/24 |
|-----------------------------------|------------|
| No Employer/Employee Relationship | 17 |
| Not Enough Employees | 12 |
| Other | 1 |
| Harms Out of State | 1 |
| TOTAL | 31 |

| REASON FOR LACK OF JURISDICTION | FY 2024/25 |
|-----------------------------------|------------|
| Not Enough Employees | 12 |
| Other | 6 |
| No Employer/Employee Relationship | 2 |
| Untimely Filed | 2 |
| TOTAL | 22 |

TABLE 13: COMPARATIVE CAUSE/SETTLEMENT FIGURES

FY 2018/19 – 2024/25

| Fiscal Year | Cause & Settlements Percent of Initial Determinations | Combined Number of Cases |
|--------------------|--|-------------------------------------|
| 18/19 | 11.8 | 106 |
| 19/20 | 11.9 | 113 |
| 20/21 | 9.6 | 81 |
| 21/22 | 12.5 | 116 |
| 22/23 | 13.1 | 92 |
| 23/24 | 9.5 | 85 |
| 24/25 | 10.8 | 100 |

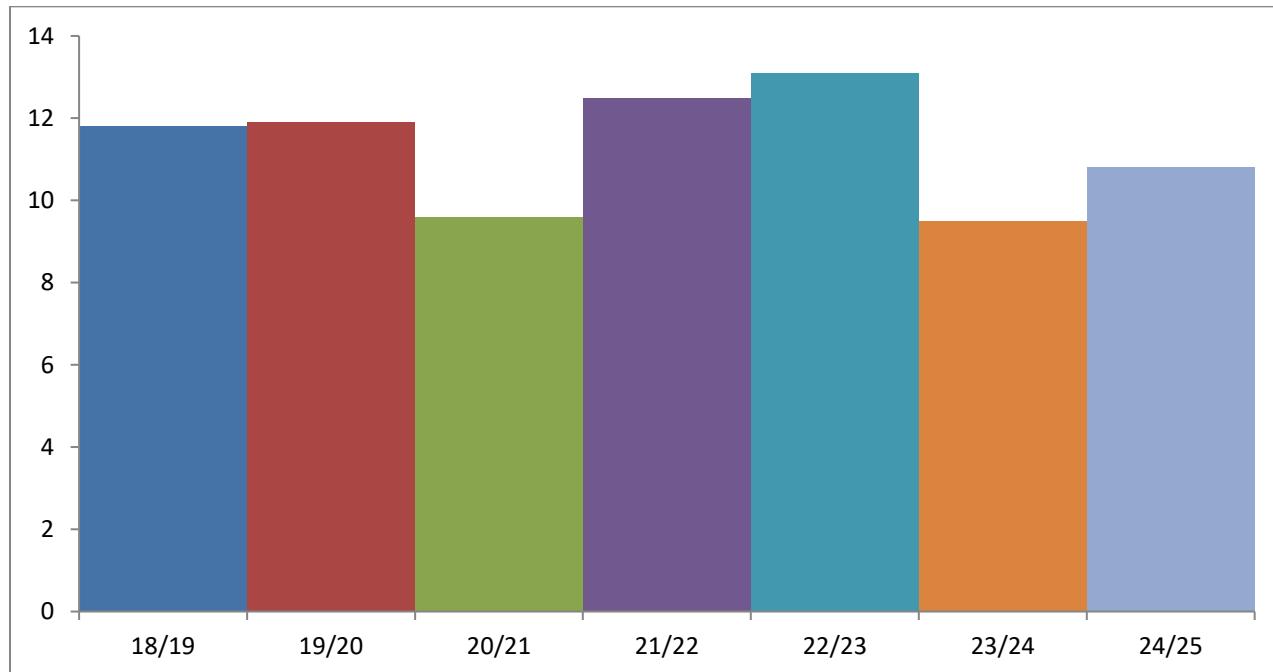


TABLE 14: ALTERNATIVE DISPUTE RESOLUTION (ADR)
Employment and Public Accommodation Cases

| | FY 20/21 | FY 20/21 | FY 21/22 | FY 22/23 | FY 24/25 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| Sent to ADR | 58 | 49 | 65 | 65 | 81 |
| Successful Mediation | 1* | 4* | 16 | 17 | 18 |
| Successful Pre-Determination Settlement | 34 | 22 | 21 | 17 | 26 |
| Withdrawal with Settlement | 2 | 3 | 3 | 1 | 4 |
| Failed ADR (either Mediation or PDS) | 16 | 4 | 23 | 9 | 11 |
| No Longer Wanted to Pursue ADR | 12 | 14 | 0 | 6 | 23 |
| Pending | 13 | 15 | 17 | 32 | 31 |

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.

The flexibility of ADR allows both parties to craft resolutions which involve not only monetary relief but also non-monetary outcomes.

OTHER SETTLEMENTS

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 24/25 the NEOC resolved 38 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 24/25, the NEOC settled 9 housing cases which is 17% of the total initial housing decisions by the NEOC.

* Due to Covid 19 restrictions, in-person mediations were suspended. In 21/22, methods were developed to conduct mediations via video conference which we continue to use; although, in-person mediations can be conducted upon request.

**TABLE 15: NON-MONETARY RELIEF OBTAINED
FY 2024/25**

Employment and Public Accommodations

Adverse Material Removed from File
Annual Review Conducted by Direct Supervisor
Fair Consideration for New Position
Hired
Mini Fridge Put into Mother's Room
Neutral Reference
Procedural Change
Reinstatement
Reporting to Person Changed
Training
Unemployment Benefits Not Contested

Housing

Month To Month Lease
Neutral Rental History Given
Parking Sign
Reasonable Accommodation-Animal
Training

TABLE 16: MONETARY RELIEF BY LAW**FY 2024/25**

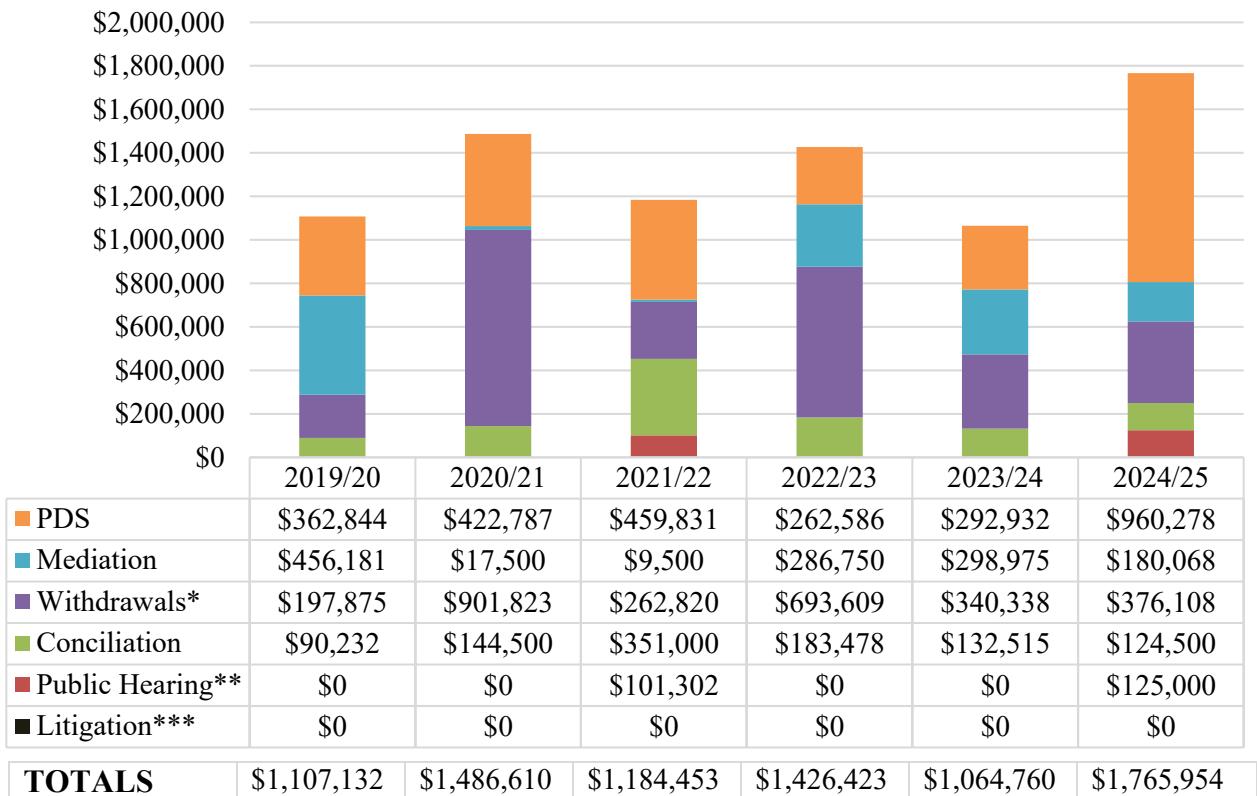
| | EMPLOYMENT | PA | HOUSING | TOTAL |
|--------------------------------------|-------------------|-----------|----------------|--------------|
| Pre-Determination Settlements | \$ 950,728 | \$0 | \$ 9,550 | \$ 960,278 |
| Mediation | 180,068 | 0 | 0 | 180,068 |
| Withdrawals with Settlement | 376,108 | 0 | 0 | 376,108 |
| Conciliation | 117,500 | 0 | 7,000 | 124,500 |
| Public Hearing | 125,000 | 0 | 0 | 125,000 |
| Litigation | 0 | 0 | 0 | 0 |
| TOTAL | \$1,749,404 | \$0 | \$16,550 | \$1,765,954 |

TABLE 17: NUMBER OF PEOPLE BENEFITING**FY 2024/25**

The following chart reflects approximately how many people have benefited 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.

| | EMPLOYMENT | PA | HOUSING | TOTAL |
|--------------------------------------|-------------------|-----------|----------------|--------------|
| Pre-Determination Settlements | 114 | 0 | 93 | 207 |
| Mediation | 18 | 0 | 0 | 18 |
| Withdrawals with Settlement | 19 | 0 | 1 | 20 |
| Conciliation | 109 | 0 | 162 | 271 |
| Public Hearing | 1 | 0 | 0 | 1 |
| Litigation | 0 | 0 | 0 | 0 |
| TOTAL | 261 | 0 | 256 | 517 |

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.

Note: There were 2 cases litigated in the Fiscal Year of 2022/2023; however, the parties reached a private settlement during litigation.

CASE COMPLETION SUMMARY TABLES
FY 2020/21 – 2024/25

TABLE 19: AVERAGE CASE PROCESSING TIME

| | <u>FY 20/21</u> | <u>FY 21/22</u> | <u>FY 22/23</u> | <u>FY 23/24</u> | <u>FY 24/25</u> |
|-----------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Average Hours Worked on Case File | 15.93 | 17 | 16.75 | 15 | 15 |

♦♦♦

TABLE 20: AVERAGE DAYS PER INVESTIGATION

| | <u>FY 20/21</u> | <u>FY 21/22</u> | <u>FY 22/23</u> | <u>FY 23/24</u> | <u>FY 24/25</u> |
|--------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Average Days | 283.1 | 228.1 | 160.4 | 167.6 | 159 |

♦♦♦

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

| | <u>FY 20/21</u> | <u>FY 21/22</u> | <u>FY 22/23</u> | <u>FY 23/24</u> | <u>FY 24/25</u> |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|
| Date Filed to Assignment of Investigator | 151 | 110 | 104 | 119.9 | 155 |
| Date Filed to Cause/No Cause Decision | 434 | 339 | 265 | 288 | 315 |

♦♦♦

TABLE 22: CAUSE CASES

| | <u>FY 20/21</u> | <u>FY 21/22</u> | <u>FY 22/23</u> | <u>FY 23/24</u> | <u>FY 24/25</u> |
|---|------------------------|------------------------|------------------------|------------------------|------------------------|
| Out of Cause/No Cause Cases, This Percentage went Cause | <1% | 4% | 2% | 1% | 1% |

♦♦♦

TABLE 23: CONCILIATION TIME PER CASE

| | <u>FY 20/21</u> | <u>FY 21/22</u> | <u>FY 22/23</u> | <u>FY 23/24</u> | <u>FY 24/25</u> |
|---|------------------------|------------------------|------------------------|------------------------|------------------------|
| Average Conciliation Hours Worked on Case | 1.5 | 1.4 | 1.6 | 2.43 | 2.5 |
| Average Days in Conciliation | 196 | 87 | 127 | 213 | 199 |

TABLE 24: REASONABLE CAUSE CASES BY STATUTE**FY 2024/25**

| FEPA | AGE | EQUAL PAY | HOUSING | PUBLIC ACCOM |
|------|-----|-----------|---------|--------------|
| 7 | 2 | 0 | 1 | 0 |

TABLE 25: REASONABLE CAUSE CASES BY BASIS**FY 2024/25**

| BASIS | CASES | BASIS | CASES |
|-----------------|-------|-----------------------------|-------|
| Race | 3 | Religion | 0 |
| Color | 0 | Marital Status | 0 |
| Sex | 1 | Retaliation | 1 |
| Sex-Pregnancy | 1 | Retaliation – Wage | 1 |
| National Origin | 0 | Retaliation – Whistleblower | 0 |
| Age | 2 | Familial Status | 0 |
| Age Retaliation | 0 | | |
| Disability | 3 | | |

TABLE 26: REASONABLE CAUSE CASES BY ISSUE**FY 2024/25**

| ISSUES | CASES | ISSUES | CASES |
|---|-------|--------------------------|-------|
| Employment & Public Accommodations | | Housing | |
| Accommodations | 1 | Accommodations – Parking | 1 |
| Constructive Discharge | 1 | | |
| Discharge | 3 | | |
| Demotion | 1 | | |
| Harassment | 2 | | |
| Promotion | 1 | | |
| Terms & Conditions | 1 | | |
| Wages | 1 | | |

**TABLE 27: CONCILIATION SUMMARY
FY 2024/25**

| | |
|---|------------------|
| Total Conciliations Attempted..... | 7 |
| Successful | 5 |
| Unsuccessful | |
| Forwarded to Public Hearing..... | 0 |
| Forwarded to Civil Action-Housing | 0 |
| Dismissed..... | 2 |
| Total Dollars | \$131,500 |

TABLE 28: CONCILIATIONS

| FISCAL YEAR | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|---|------------------|------------------|------------------|------------------|------------------|
| Cases to Conciliation (Reasonable Cause) | 1 | 30 | 11 | 9 | 9 |
| Cases Pending from Prior Fiscal Year | 7 | 1 | 7 | 4 | 3 |
| TOTAL CASES | 8 | 31 | 18 | 13 | 12 |
| Conciliations Attempted | 7 | 24 | 14 | 10 | 7 |
| Successful Conciliations | 5 | 8 | 8 | 5 | 5 |
| Unsuccessful Conciliations | 2 | 16 | 6 | 5 | 2 |
| MONETARY RELIEF | \$144,500 | \$351,000 | \$183,478 | \$133,515 | \$131,500 |
| Conciliations Pending | 1 | 7 | 4* | 3 | 5 |

*This number includes 1 housing case

TABLE 29: SUCCESSFUL CONCILIATION DETAIL - AFTER A CAUSE FINDING
FY2024/25

| DISCRIMINATORY ACT | RELIEF TO COMPLAINANT |
|---|---|
| Employment and Public Accommodations | |
| Disability (hiring) | \$25,000 (lump sum), \$12,500 (attorney fees), ADA training |
| Retaliation (discharge) | \$26,666.67 (lump sum), \$13,333.33 (attorney fees), policy reminder to staff |
| Race (wages) | \$35,000 (wages) |
| Age (promotion) | \$5,000 (lump sum) |
| | |
| | |
| | |
| | |
| DISCRIMINATORY ACT | |
| RELIEF TO COMPLAINANT | |
| Housing | |
| Disability (failure to make reasonable accommodation) | \$7,000, letter of reference and training |

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 | 18/19 | 19/20 | 20/21 | 21/22 | 22/23 | 23/24 | 24/25 |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Numbered Ordered | 0 | 2 | 1 | 0 | 1 | 0 | 0 |
| Number Held* | 0 | 0 | 2 | 0 | 0 | 1 | 0 |
| Number Carried Over | 0 | 0 | 1 | 2 | 0 | 1 | 1 |
| Orders Issued (Final) | 0 | 0 | 1 | 2 | 0 | 0 | 1** |
| Pending | 0 | 2 | 1 | 0 | 0 | 1 | 0 |

*A full and complete hearing was conducted.

** A full hearing was held; a private settlement was reached prior to the issuance of final order from the Hearing Officer

TABLE 31: PUBLIC HEARING DISPOSITION

JULY 2024 - JUNE 2025

| | |
|----------------------------------|----------|
| Total Final Orders Issued | 0 |
|----------------------------------|----------|

Outcome of Final Orders:

| | |
|-----------------------------|---|
| Violation found | 0 |
| No Violation Found | 0 |
| Settlement Prior to Hearing | 0 |
| Dismissal – Filed in Court | 0 |

TABLE 32: PUBLIC HEARING ORDERED; NOT HELD AS OF JUNE 30, 2025

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

TABLE 33: PUBLIC HEARING ORDERED; COMPLAINT NOT SIGNED BY COMPLAINANT AS OF JUNE 30, 2025

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

TABLE 34: PUBLIC HEARING HELD; RECOMMENDED ORDER PENDING AS OF JUNE 30, 2025

| <u>Complainant</u> | <u>Respondent</u> | <u>Case No.</u> | <u>Hearing Examiner</u> |
|--------------------|-------------------|-----------------|-------------------------|
| | | | |

TABLE 35: CIVIL ACTION DISPOSITION
JULY 2024 - JUNE 2025

| | |
|-----------------|---|
| For Complainant | 0 |
| Settlement | 0 |
| Dismissal | 0 |
| <hr/> TOTAL | 0 |

HEARING DISPOSITION SUMMARY
July 1, 2024, through June 30, 2025

NEB 1-21/22-11-52368-RS

McWilliams vs. Union Pacific Railroad Company
Disability (hiring)

The Complainant was not hired because the Respondent perceived the Complainant had a disability due to a drug that was prescribed to her. The Complainant contends Respondent's blanket policy regarding prescriptions prevents Respondent from performing an individualized assessment. Decisions were made based on assumptions about Complainant's treatment and care plan without Complainant or Complainant's medical provider having the opportunity to provide input into the decision-making process. A private agreement was reached between the parties after a hearing.

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

| Case Number | Complainant | Respondent | Decision | Date Closed | Hearing Examiner |
|--------------------|--------------------|--|----------------------------|--------------------|-------------------------|
| 3452-H | Jura | Commodore LLC et al. | For Complainant | 6/18/2021 | Maurstad |
| 49380 | Koenig | Veterans' Affairs, Dept. of | For Complainant | 8/20/2021 | Maurstad |
| 50091 | McIntosh | Berliner Group LLC d/b/a Dunkin Donuts | Complainant filed in Court | 2/18/2022 | Maurstad |
| 52368 | McWilliams | Union Pacific Railroad | Settlement | 8/16/2024 | 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.