

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:

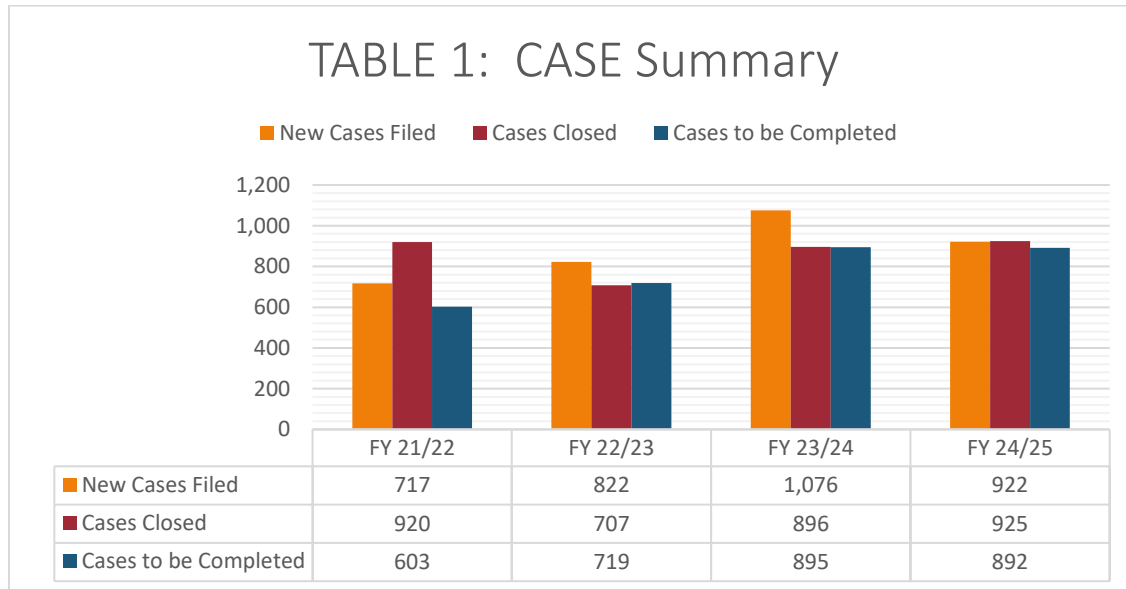
Outreach or Training Activity in Brief	Date	County
Television commercials featuring tenants facing various types of housing discrimination airing throughout the state.	1/22-12/22	Adams, Antelope, Arthur, Boone, Brown, Buffalo, Butler, Cass, Clay, Colfax, Custer, Dawson, Dodge, Douglas, Fillmore, Franklin, 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.

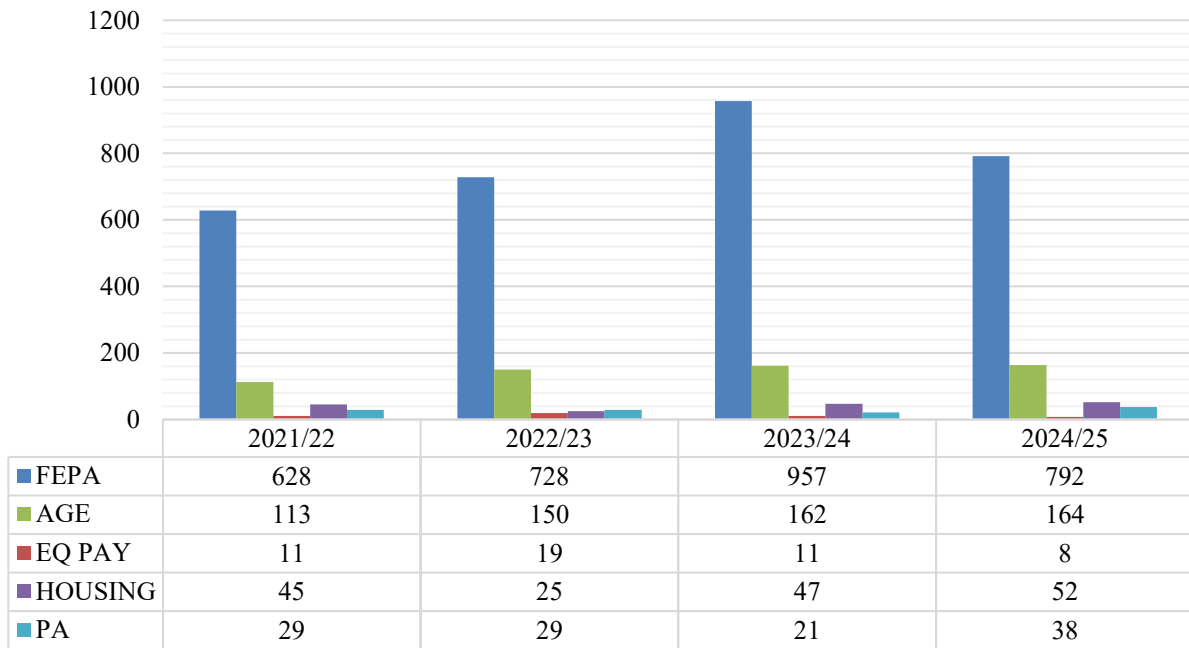
NOTES/HIGHLIGHTS

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

	EMPLOYMENT			HOUSING/PUBLIC ACCOM.		
BASIS	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

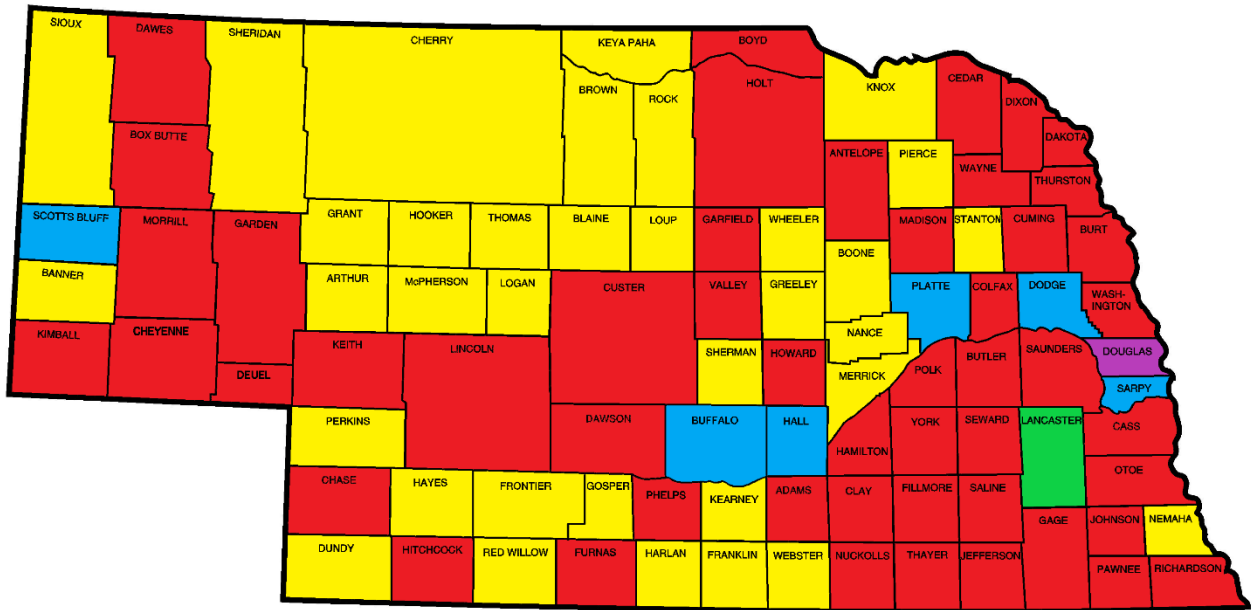
<u>ISSUE</u>	<u>NUMBER</u>
Terms, conditions, privileges, or services and facilities	32
To otherwise make unavailable or deny housing	31
Failure to make reasonable accommodation	18
Discrimination in terms, conditions, privileges relating to rental	18
Discriminatory acts under section 818 (coercion, etc.)	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
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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:

<u>Reason for Non-Filing</u>	<u>2022/23</u>	<u>2023/24</u>	<u>2024/25</u>
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:

<u>Contact Type</u>	<u>2022/23</u>	<u>2023/24</u>	<u>2024/25</u>
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

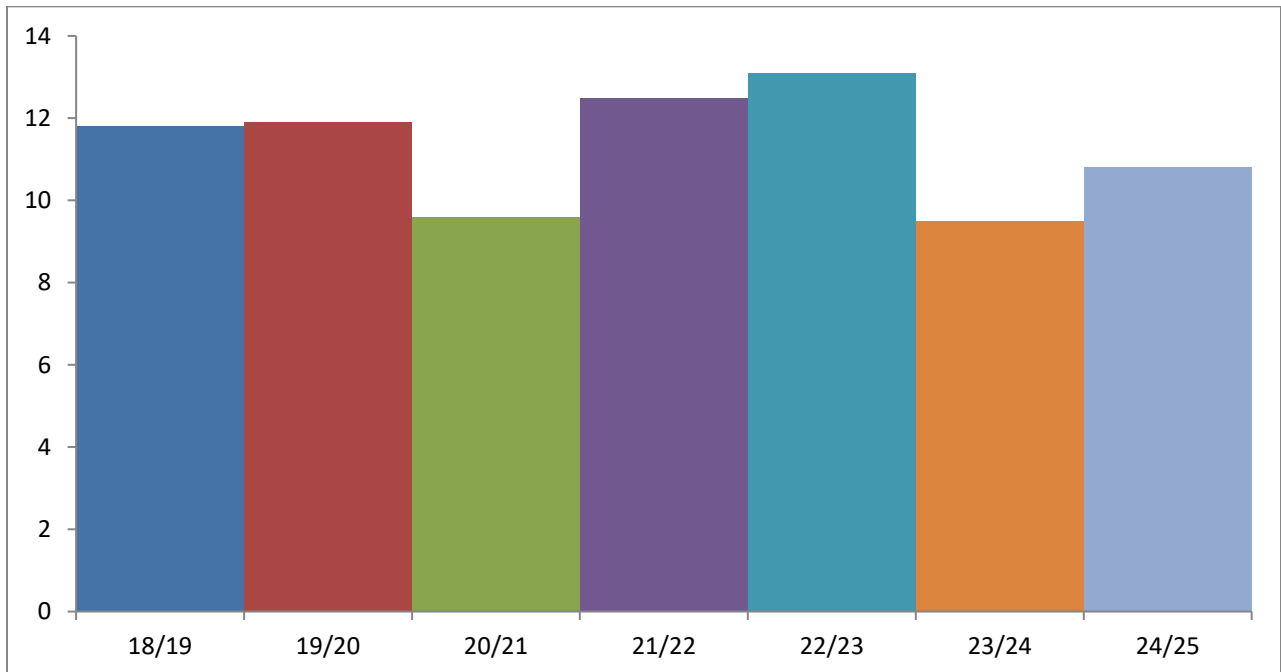
REASON FOR LACK OF JURISDICTION	FY 2023/24
No Employer/Employee Relationship	17
Not Enough Employees	12
Other	1
Harms Out of State	1
TOTAL	31

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 on-going 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

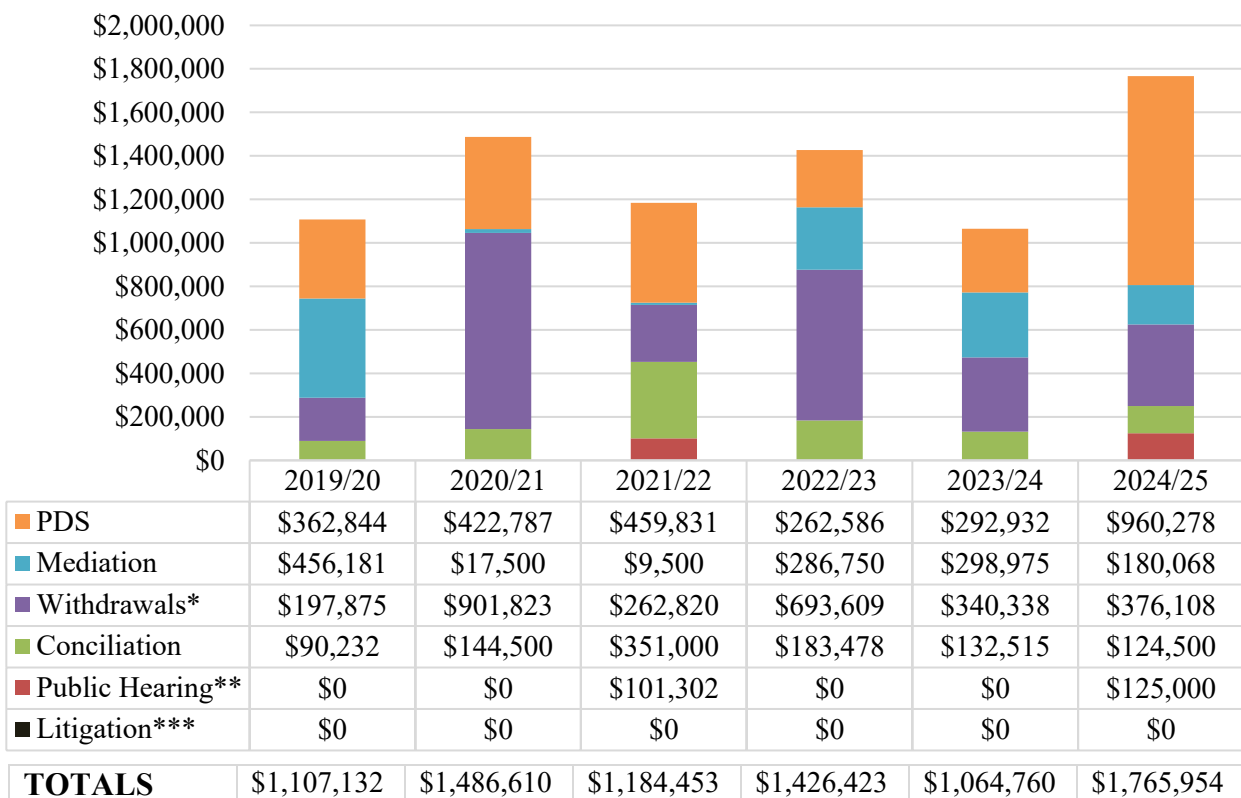
	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	\$ 950,728	\$0	\$ 9,550	\$ 960,278
Mediation	180,068	0	0	180,068
Withdrawals with Settlement	376,108	0	0	376,108
Conciliation	117,500	0	7,000	124,500
Public Hearing	125,000	0	0	125,000
Litigation	0	0	0	0
TOTAL	\$1,749,404	\$0	\$16,550	\$1,765,954

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>
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**TABLE 35: CIVIL ACTION DISPOSITION
JULY 2024 - JUNE 2025**

For Complainant	0
Settlement	0
Dismissal	0
<hr/> TOTAL	<hr/> 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.