

**NEW HAMPSHIRE COMMISSION FOR  
HUMAN RIGHTS**

**FEDERAL FISCAL YEAR DATA  
FY 2010 - FY 2018**

**Charges Filed and Closed  
PC's Found and Closed**

NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
EXPLANATION OF STATISTICAL INFORMATION

All statistics are reported according to the federal fiscal year beginning October 1 and ending September 30.

The Charges Filed slide tabulate charges filed according to category: Employment, Housing, Commercial Property or Public Accommodation. Any given charge may have more than one protected class. For example, an employment based disability charge may also contain the protected classes of age and retaliation. Since harassment can be an allegation in any protected class, it has been separated as an individual allegation.

The case closures are reported in the year they are closed. The charge may have been filed and investigated in a different fiscal year.

This is also true of the Probable Cause findings slide. It reflects the fiscal year Probable Cause was found by a Commissioner even if the charge was filed and investigated in an earlier fiscal year.

June 2015

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2010

**Charges Filed: 270**

Allegation	Employment 256	Housing 6	Commercial Property 0	Public Accommodation 8	Totals
	Basis	Basis	Basis	Basis	Basis
<b>Sex</b>					
Gender	15				15
Harassment	49				49
Pregnancy	26	1			27
Sexual Orientation	7			1	8
Transgender	1				1
Disability	92	1		5	98
Age	54			1	55
Color	30				30
Race	17	1			18
National Origin	28	1		1	30
Religion	5			1	6
Marital Status	4				4
Familial Status		3			3
Harassment	8				8
Retaliation	83				83

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
FEDERAL FISCAL YEAR 2010**

**CLOSURES**

**Charges Closed: 257**

RP Bankrupt	0	PC Conciliation	7
File Federal Court	11	PC Settlement	23
CP to State Court	31	Withdrawn No Settlement	12
RP to State Court	7	Withdrawn Settled	58
Failure to Locate	1	BENEFITS	
Failure to Participate	31	Known	\$254,119.80
No Jurisdiction	29	Non-Monetary	13
No Probable Cause	46	Unknown	49
Order CP	1		
Order RP	0	RP Fined	\$10,000.00
PC Closures during year:	25		

## PROBABLE CAUSE CASES

**(26)FOUND / (25)CLOSED DURING FEDERAL FISCAL YEAR 2010**

Basis	Employment		Housing		Commercial Property		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>								
Gender	2	1						
Pregnancy	4	8						
Sexual Orientation								
Transgender								
Disability	9	6					2	1
Age	2			1				
Color								
Race	2							
National Origin		1						
Religion	1							
Marital Status								
Familial Status								
Harassment	4	7						
Retaliation		6						1

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2010  
October 1, 2009 – September 30, 2010

Total: 72

Percentage of Probable Cause 36%

Percentage of No Probable Cause 64%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2011

**Charges Filed: 229**

Allegation	Employment 216	Housing 4	Commercial Property 0	Public Accommodation 9	Totals
	Basis	Basis	Basis	Basis	Basis
<b>Sex</b>					
Gender	11			1	12
Harassment	53			2	55
Pregnancy	27				27
Sexual Orientation	11	2			13
Transgender	0				0
Disability	83	2		4	89
Age	37				37
Color	13				13
Race	4				6
National Origin	8			2	8
Religion	5				5
Marital Status	2				2
Familial Status					
Harassment	10			2	10
Retaliation	77				77

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
FEDERAL FISCAL YEAR 2011**

**CLOSURES**

**Charges Closed: 253**

RP Bankrupt	4	PC Conciliation	7
File Federal Court	12	Settlement	12
CP to State Court	19	Withdrawn No Settlement	22
RP to State Court	3	Withdrawn Settled	56
Failure to Locate	3	BENEFITS	
Failure to Participate	22	Known	\$382,425.20
No Jurisdiction	29	Non-Monetary	8
No Probable Cause	57	Unknown	49
Order CP	0		
Order RP	1	RP Fined	\$0
<b>PC Closures during year:</b>	<b>23</b>		



## PROBABLE CAUSE CASES

**(18)FOUND / (23)CLOSED DURING FEDERAL FISCAL YEAR 2011**

Basis	Employment		Housing		Commercial Property		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>								
Gender	1							
Pregnancy	2	3						
Sexual Orientation	1							
Transgender								
Disability	3	5					1	2
Age	7	7						
Color								
Race		3					1	1
National Origin								
Religion	1	2						
Marital Status								
Familial Status								
Harassment	2	4						
Retaliation								

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2011  
October 1, 2010 – September 30, 2011

Total: 75

Percentage of Probable Cause 24%

Percentage of No Probable Cause 76 %

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2012

**Charges Filed: 284**

Allegation	Employment 257	Housing 12	Commercial Property 0	Public Accommodation 15	Totals
	Basis	Basis	Basis	Basis	Basis
<b>Sex</b>					
Gender	19			1	20
Harassment	66			1	67
Pregnancy	24	1			25
Sexual Orientation	8	2			10
Transgender	0			1	1
Disability	105	6		10	121
Age	47	1			48
Color	11				11
Race	10				10
National Origin	10	1		2	13
Religion	2	1		1	4
Marital Status	2				2
Familial Status		2			2
Harassment	4	1			4
Retaliation	99				99

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2012

## CLOSURES

**Charges Closed: 232**

RP Bankrupt	1	PC Conciliation	11
File Federal Court	13	Settlement	11
CP to State Court	25	Withdrawn No Settlement	14
RP to State Court	5	Withdrawn Settled	65
Failure to Locate	1	BENEFITS	
Failure to Participate	20	Known	\$345,266.50
No Jurisdiction	23	Non-Monetary	8
No Probable Cause	41	Unknown	55
Order CP	0		
Order RP	3	RP Fined	0
<b>PC Closures during year:</b>	16		

## PROBABLE CAUSE CASES

**(4)FOUND / (16)CLOSED DURING FEDERAL FISCAL YEAR 2012**

Basis	Employment		Housing		Commercial Property		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>								
Gender		1						
Pregnancy		1						
Sexual Orientation				2				
Transgender								
Disability	2	1						
Age		4						
Color								
Race								
National Origin	1	1						
Religion								
Marital Status				2				
Familial Status								
Harassment	1	3						
Retaliation	2	3						

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2012  
October 1, 2011 – September 30, 2012

Total: 45

Percentage of Probable Cause 9%

Percentage of No Probable Cause 91%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2013

**Charges Filed: 231**

Allegation	Employment 219	Housing 5	Commercial Property 1	Public Accommodation 6	Totals
	Basis	Basis	Basis	Basis	Basis
<b>Sex</b>					
Gender	15				15
Harassment	43		1	1	45
Pregnancy	11				11
Sexual Orientation	11			1	12
Transgender	0				0
Disability	95	5		2	102
Age	40				40
Color	9				9
Race	17			1	18
National Origin	8			1	9
Religion	6			1	7
Marital Status	3				3
Familial Status	0				0
Harassment	13		1	1	13
Retaliation	91	1	1	1	94

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
FEDERAL FISCAL YEAR 2013**

**CLOSURES**

**Charges Closed: 199**

RP Bankrupt	0	PC Conciliation	3
File Federal Court	13	PC Settlement	10
CP to State Court	34	Withdrawn No Settlement	11
RP to State Court	2	Withdrawn Settled	51
Failure to Locate	2	BENEFITS	
Failure to Participate	16	Known	\$309,825.72
No Jurisdiction	15	Non-Monetary	5
No Probable Cause	37	Unknown	40
Order CP	1		
Order RP	4	RP Fined	0
<b>PC Closures during year:</b>	<b>5</b>		



## PROBABLE CAUSE CASES

**(5)FOUND / (5)CLOSED DURING FEDERAL FISCAL YEAR 2013**

Basis	Employment		Housing		Commercial Property		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>								
Gender								
Pregnancy	1							
Sexual Orientation								
Transgender								
Disability	5	2	2					1
Age								
Color								
Race		1						
National Origin		1						
Religion								
Marital Status								
Familial Status								
Harassment		1						
Retaliation		2						

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2013  
October 1, 2012 – September 30, 2013

Total: 42

Percentage of Probable Cause 12%

Percentage of No Probable Cause 88%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2014

**Charges Filed: 214**

Allegation	Employment 194	Housing 8	Commercial Property 0	Public Accommodation 12	Totals
	Basis	Basis	Basis	Basis	Basis
<b>Sex</b>					
Gender	24				24
Harassment	39				39
Pregnancy	15				15
Sexual Orientation	4	1			5
Transgender	0				
Disability	78	5		4	87
Age	37	1			38
Color	14	1		9	24
Race	13			9	22
National Origin	10	1		2	13
Religion	3				3
Marital Status	2			1	3
Familial Status		2			2
Harassment	3				3
Retaliation	115	4		3	122

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
FEDERAL FISCAL YEAR 2014**

**CLOSURES**

**Charges Closed: 248**

RP Bankrupt	2	PC Conciliation	3
File Federal Court	8	PC Settlement	13
CP to State Court	24	Withdrawn No Settlement	10
RP to State Court	5	Withdrawn Settled	66
Failure to Locate	6	BENEFITS	
Failure to Participate	18	Known	266,711.00
No Jurisdiction	25	Non-Monetary	7
No Probable Cause	67	Unknown	58
Order CP	1		
Order RP	0	RP Fined	0
<b>PC Closures during year:</b>	9		

## PROBABLE CAUSE CASES

**(19)FOUND / (9)CLOSED DURING FEDERAL FISCAL YEAR 2014**

Basis	Employment		Housing		Commercial Property		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>								
Gender	2							
Pregnancy		1						
Sexual Orientation								
Transgender								
Disability	5	7	2	1				
Age	2							
Color								
Race	1						1	
National Origin								
Religion	1							
Marital Status	1							
Familial Status								
Harassment	3							
Retaliation	6	1	1				1	

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2014  
October 1, 2013 – September 30, 2014

Total: 86

Percentage of Probable Cause 22%

Percentage of No Probable Cause 78%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2015

**Charges Filed: 230**

Allegation	Employment 211	Housing 11	Public Accommodation 8	Totals
	Basis	Basis	Basis	Basis
<b>Sex</b>				
Gender	13	1	3	17
Harassment	38		1	39
Pregnancy	21	1		22
Sexual Orientation	8	1		9
Transgender	1			1
Disability	97	6	3	106
Age	35	2		37
Color	16	2		18
Race	8	1		9
National Origin	12		1	13
Religion	6	1		7
Marital Status	3	1		4
Familial Status	0	0	0	0
Harassment	11			11
Retaliation	115	3	1	119

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2015

## CLOSURES

### Charges Closed:

RP Bankrupt	2	PC Conciliation	9
File Federal Court	5	PC Settlement	10
CP to State Court	23	Withdrawn No Settlement	9
RP to State Court	14	Withdrawn Settled	62
Failure to Locate	0	BENEFITS	
Failure to Participate	1	Known	\$165,597.34
No Jurisdiction	7	Non-Monetary	7
No Probable Cause	69	Unknown	60
Order CP	1		
Order RP	3	RP Fined	0
<b>PC Closures during year:</b>	<b>25</b>		



## PROBABLE CAUSE CASES

**(17)FOUND / (25) CLOSED DURING FEDERAL FISCAL YEAR 2015**

Basis	Employment		Housing		Commercial Property		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>								
Gender		1						
Harassment	1							
Pregnancy								
Sexual Orientation								
Transgender								
Disability	12	10		2			1	3
Age		2						
Color								
Race		1					1	1
National Origin	1	1						
Religion		1						
Marital Status		2						
Familial Status								
Harassment	1							
Retaliation	8	10		1				1

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2015  
October 1, 2014 – September 30, 2015

Total: 86

Percentage of Probable Cause 20%

Percentage of No Probable Cause 80%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2016

**Charges Filed: 231**

Allegation	Employment 217	Housing 8	Public Accommodation 6	Totals
	Basis	Basis	Basis	Basis
<b>Sex</b>				
Gender	26		1	27
Harassment	40		2	42
Pregnancy	23			23
Sexual Orientation	10	1	1	12
Transgender	1			1
Disability	101	3	2	106
Age	30	2		32
Color	17			17
Race	16	1	1	18
National Origin	16		1	17
Religion	6		1	7
Marital Status	3			3
Familial Status	0			0
Harassment	23	2		25
Retaliation	131	3	1	135

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2016

## CLOSURES

**Charges Closed: 229**

RP Bankrupt	1	PC Conciliation	8
File Federal Court	9	PC Settlement	14
CP to State Court	28	Withdrawn No Settlement	16
RP to State Court	2	Withdrawn Settled	54
Failure to Locate	3	BENEFITS	
Failure to Participate	6	Known	\$264,132.17
No Jurisdiction	13	Non-Monetary	4
No Probable Cause	74	Unknown	43
Order CP	0		
Order RP	1	RP Fined	
<b>PC Closures during year:</b>	<b>23</b>		

## PROBABLE CAUSE CASES

**(19) FOUND / (23) CLOSED DURING FEDERAL FISCAL YEAR 2016**

Basis	Employment		Housing		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>						
Gender	2	2			1	
Harassment	1	4				
Pregnancy						
Sexual Orientation					1	2
Transgender						
Disability	6	11	4			
Age		1				
Color					1	
Race						
National Origin	1	1	1	1		
Religion		1	1	1		
Marital Status						
Familial Status			1	1		
Harassment		1				
Retaliation	8	6				

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2016  
October 1, 2015 – September 30, 2016

Total: 93

Percentage of Probable Cause 20%

Percentage of No Probable Cause 80%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2017

**Charges Filed: 232**

Allegation	Employment 218	Housing 5	Public Accommodation 9	Totals
	Basis	Basis	Basis	Basis
<b>Sex</b>				
Gender	20			20
Harassment	43	1		44
Pregnancy	12			12
Sexual Orientation	8			8
Transgender	6			6
Disability	102	2	4	108
Age	48			48
Color	12		1	13
Race	24		4	28
National Origin	16	1	1	18
Religion	3		1	4
Marital Status	0			0
Familial Status	0	1		1
Harassment	6	1		7
Retaliation	137	1		138

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
FEDERAL FISCAL YEAR 2017**

**CLOSURES**

**Charges Closed: 205**

RP Bankrupt	1	PC Conciliation	4
File Federal Court	15	PC Settlement	8
CP to State Court	25	Withdrawn No Settlement	12
RP to State Court	3	Withdrawn Settled	83
Failure to Locate	3	BENEFITS	
Failure to Participate	6	Known	\$124,193.04
No Jurisdiction	6	Non-Monetary	4
No Probable Cause	39	Unknown	74
Order CP	0	RP Fined	
Order RP	0		



## PROBABLE CAUSE CASES

**(21)FOUND / (13) CLOSED DURING FEDERAL FISCAL YEAR 2017**

Basis	Employment		Housing		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>						
Gender	1	2				
Harassment	5	1				
Pregnancy	6	2				
Sexual Orientation						
Transgender						
Disability	6	3	1	2	1	
Age	1		1	1		
Color	1					1
Race						
National Origin						
Religion						
Marital Status						
Familial Status						
Harassment	3					
Retaliation	14	4		2		

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2017  
October 1, 2016 – September 30, 2017

Total: 52

Percentage of Probable Cause 25%

Percentage of No Probable Cause 75%

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2017  
October 1, 2016 – September 30, 2017

Percentages have been calculated against the total number of charges closed.

Total cases closed:205

Total Probable Cause cases closed: 13

Total No Probable Cause cases closed: 39

Percentage of Probable Cause 6.3%

Percentage of No Probable Cause 19%

# NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS FEDERAL FISCAL YEAR 2018

**Charges Filed: 323**

Allegation	Employment 297	Housing 11	Public Accommodation 15	Totals
	Basis	Basis	Basis	Basis
<b>Sex</b>				
Gender	35	0	3	38
Harassment	64	4	0	68
Pregnancy	19	0	1	20
Sexual Orientation	9	0	0	9
Transgender	1	0	0	1
Disability	133	6	9	148
Age	68	0	2	70
Color	17	1	1	19
Race	16	3	0	19
National Origin	18	3	3	24
Religion	9	0	1	10
Marital Status	1	2	0	3
Familial Status	0	0	0	0
Harassment	63	0	3	66
Retaliation	195	5	1	201

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS  
FEDERAL FISCAL YEAR 2018**

**CLOSURES**

**Charges Closed:189**

RP Bankrupt	0	PC Conciliation	8
File Federal Court	16	PC Settlement	2
CP to State Court	24	Withdrawn No Settlement	10
RP to State Court	10	Withdrawn Settled	76
Failure to Locate	2	BENEFITS	
Failure to Participate	3	Known	171,500.00
No Jurisdiction	4	Non-Monetary	2
No Probable Cause	33	Unknown	33
Order CP	1	RP Fined	0
Order RP	0		

## PROBABLE CAUSE CASES

**(19)FOUND / (25) CLOSED DURING FEDERAL FISCAL YEAR 2018**

Basis	Employment		Housing		Public Accommodation	
	PC Found	PC Closed	PC Found	PC Closed	PC Found	PC Closed
<b>Sex</b>						
Gender	2					1
Harassment	4	6			1	
Pregnancy	1	4				
Sexual Orientation						
Transgender						
Disability	9	8		1		1
Age	2	2				
Color	2	2				
Race	2	1				
National Origin	2					
Religion	0					
Marital Status	0					
Familial Status	0					
Harassment	1					
Retaliation	8	14		1		

**PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2018  
October 1, 2017 – September 30, 2018**

Total:58

Percentage of Probable Cause 43%

Percentage of No Probable Cause 57%

PROBABLE CAUSE AND NO PROBABLE CAUSE FINDINGS  
FEDERAL FISCAL YEAR 2018  
October 1, 2017 – September 30, 2018

Percentages have been calculated against the total number of charges closed.

Total cases closed: 189

Total Probable Cause cases closed: 25

Total No Probable Cause cases closed: 33

Percentage of Probable Cause 13%

Percentage of No Probable Cause 17%