

Charges Filed with the Civil Rights Division by Complainants				
Fiscal Year	Employment	Housing	Public Accommodations	Total
FY09-10	599	89	46	734
FY10-11	575	118	31	724

This chart reflects case workload, which is one of the measures used to determine trends and resources. Although the majority of complaints submitted result in charges being filed, a substantial number of charges are not signed or returned. Charges filed are ultimately investigated for potential anti-discrimination violations.

Probable Cause Findings				
Fiscal Year	Employment	Housing	Public Accommodations	Total
FY09-10	50	9	3	62
FY10-11	26	7	2	35

CCRD investigates all charges filed with the Division by complainants alleging discrimination in employment, housing, and places of public accommodation. As a result of the investigation, a Determination is issued by the Director finding whether or not there is probable cause to believe that a violation has occurred.

Basis of Charges Filed		
Basis *	FY09-10	FY10-11
Age (40-69)	157	185
Color	100	90
Creed/Religion	36	33
Disability	223	252
Familial Status	7	8
Marriage to Co-worker	10	3
Marital Status	4	1
National Origin/Ancestry	134	120
Race	143	180
Retaliation	331	285
Sex	267	230
Sex: Pregnancy	35	19
Sexual Orientation	40	49
Other	3	6

* May be more than one basis per case

Mediations/Conciliations									
Fiscal Year	Mediations			Conciliations			Total		
	Number of Mediations Held	Mediations Resulting in Settlements	Value of Mediated Settlements	Number of Conciliations Held	Conciliations Resulting in Settlements	Value of Conciliated Settlements	Total Mediations/Conciliations Held	Total Resulting in Settlements	Total Value of Settlements
FY09-10	148	111	\$1,306,555	52	14	\$176,069	200	125	\$1,482,624
FY10-11	95	64	\$681,313	36	12	\$320,251	131	76	\$1,001,564

This chart reflects the amounts benefited by parties through CCRD's Alternative Dispute Resolution program. At any time during an investigation, the parties may voluntarily enter into mediation or settlement through CCRD. After a charge is investigated and it is found that the state's anti-discrimination laws have been violated, the statute requires a mandatory attempt to conciliate the case prior to it being noticed for hearing.

Training/Outreach				
Fiscal Year	Training/Outreach			Total
	Number of Voluntary Trainings	Number of Trainings as Part of a Settlement	Number of Outreach Events	Total
FY09-10	42	9	54	105
FY10-11	80	11	36	127

This chart reflects the number of presentations made to employers, housing providers, government agencies, companies, and the public regarding current Colorado anti-discrimination laws. Through training and outreach, public awareness of anti-discrimination laws is increased. As a result, potential violations are prevented, community conflicts can be diffused, and victims find a place to have complaints investigated.