STATE OF NEBRASKA

EQUAL OPPORTUNITY
COMMISSION

ANNUAL REPORT

Fiscal Year 2025/2026

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 people in the employment and housing community, and engages in dialogue with consumers directly.

A core responsibility of the NEOC continues to be maintaining Technical Assistance and Training for housing and employment audiences statewide, including the Scottsbluff/Gering, Grand Island, North Platte, South Sioux City, Lincoln, and Omaha metro areas and surrounding regions. We respond to outreach and training requests from any Nebraska county or community. Sessions typically draw voluntary attendees and are hosted or sponsored by realtor associations, public housing authorities, employers of all sizes, labor organizations, profession-specific groups, government agencies, and local advocacy organizations. For housing providers, popular topics included: reasonable accommodations and modifications; assistance and companion animals; retaliation; and harassment (including sexual harassment). For employers, popular topics included: workplace and sexual harassment; retaliation; and disability and religious accommodations. The NEOC entertains requests for training from any size group; from solo individuals seeking knowledge and personal improvement to professional associations to businesses with hundreds of attendees.

In addition to voluntary training, the NEOC conducts mandatory training as required by settlement and conciliation agreements reached under our enforced statutes. In these cases, parties alleged to have engaged in discrimination agree that their management, ownership, or staff will receive instruction on applicable anti-discrimination laws. They are tailored to the specific issues raised in the underlying charge, allowing the NEOC to address problem areas within a particular employer or housing provider and equip them with the tools to prevent future violations and complaints. On occasion, the NEOC also partners with our federal counterparts, HUD and EEOC, to deliver training tied to settlements reached in federal investigations or litigation.

The NEOC continued to leverage Webex, Teams, and other online platforms to deliver high-quality outreach efficiently and flexibly. Virtual training remains scalable, serving small audiences such as individual employers or housing providers as well as larger webinars reaching dozens or hundreds of participants across the state. Online delivery allows the NEOC to reach remote areas of Nebraska without days of travel and enables participants from multiple offices, out-of-state management, and remote workers to attend the same session simultaneously, saving time and public dollars. In-person education and outreach remain available wherever a group prefers and/or a situation warrants.

The NEOC's website at neoc.nebraska.gov, relaunched the prior fiscal year, continued to serve as a primary public-facing outreach and education tool throughout 2025-2026. The platform's expanded capabilities for hosting audio and video content, its compatibility across devices from desktop computers to mobile phones, its improved accessibility and language translation features, and its streamlined content management all continued to benefit Nebraskans seeking information about their civil rights and how to contact the agency. As reflected in statistics elsewhere in this Annual Report, the website remains one of the most utilized portals for reaching the NEOC. This year the

NEOC worked closely with our federal partners to update guidance in an ever-shifting climate, and also with the Office of the OCIO to prepare for possible future technology upgrades coming in late 2026 and 2027 as the availability of artificial intelligence tools expands in the state.

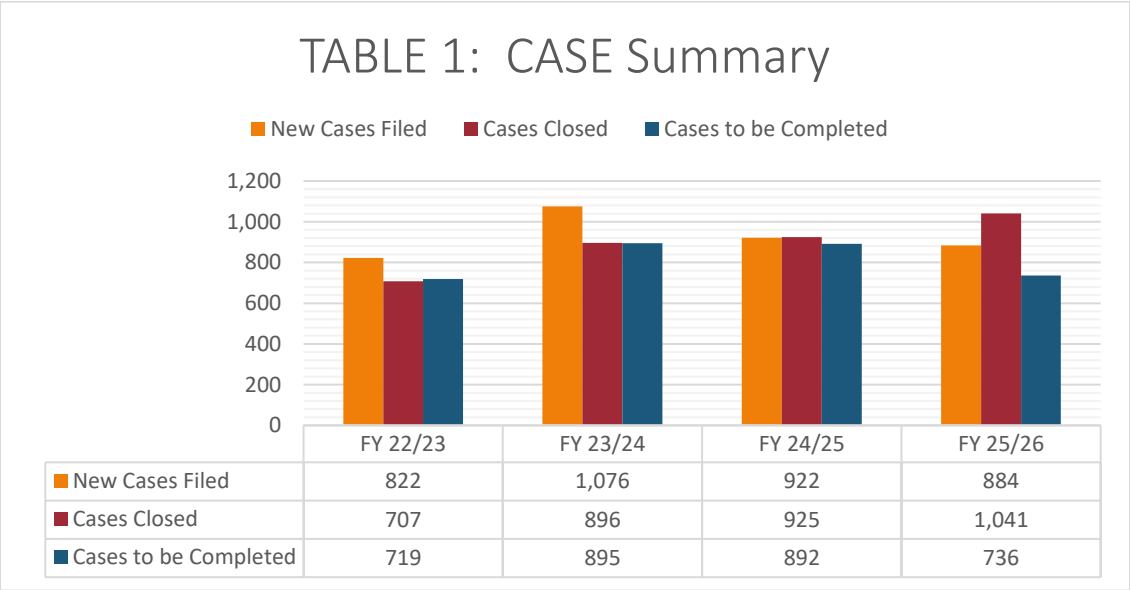
The NEOC remains committed to providing employers, housing providers, and the public with the educational resources they need to understand and comply with Nebraska's civil rights laws. Our continued partnerships with state and municipal agencies, federal partners, and community organizations throughout Nebraska position the agency to keep delivering meaningful educational opportunities to Nebraskans in every corner of the state in the year ahead. See the following table for specifics on individual outreach events:

Outreach or Training Activity in Brief	Date	County
Outreach table at Disability Pride Nebraska Rally and Picnic promoting Commission services to population	7/26	Lancaster
Outreach table at Family Housing Advisory Services' annual Housing Conference for new low-income home buyers	8/23	Douglas
Presentation to individual in connection to housing case, regarding disability accommodations	10/15	Madison
Presentation to private business in connection to housing settlement, regarding disability discrimination topics	10/16	Lancaster
Poster/Handout creation and dissemination on "Military or Veteran Status" new protected class to VFW representative for their use.	10/23	whole state
Presentation to private business in connection to housing settlement, regarding disability discrimination topics	11/24	Madison
Presentation to an individual in connection to housing case, regarding harassment	12/4	Douglas
Presentation to property management business (real estate agents and property managers) on housing topics.	1/16	Lancaster
Presentation to private business in connection to housing settlement, regarding harassment topics	3/25	Douglas
Presentation to private business in connection to housing settlement, regarding harassment topics	3/26	Douglas

Outreach or Training Activity in Brief	Date	County
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 contact	4/1-4/30	whole state
Presentation to private business in connection to housing settlement, regarding disability discrimination topics	4/14	Lancaster
Outreach table at discrimination conference hosted by Lincoln Commission on Human Rights	4/21	Lancaster
Presentation to professional association of real estate agents regarding various housing topics	4/22	Lancaster
Presentation to private business in connection to employment settlement, regarding ADA and disability accommodations	5/7	Lancaster

/bw

TABLE 1: CASE SUMMARY



	FY 22/23	FY 23/24	FY 24/25	FY 25/26
New Cases Filed	822	1,076	922	884
Cases Closed	707	896	925	1,041
Cases to be Completed	719	895	892	736

The 884 **new** cases filed in FY 25/26 include: 807 employment cases; 48 housing cases; and 29 public accommodation cases.

The 1,041 cases **closed** in FY 25/26 include: 1,029 Commission dismissals (no reasonable cause, pre-determination/mediation settlements, and administrative closures); and 12 post reasonable cause findings including: 10 NEOC conciliation actions; 1 conciliation decision adopted from another agency; 0 public hearing actions; and 1 civil action (housing).

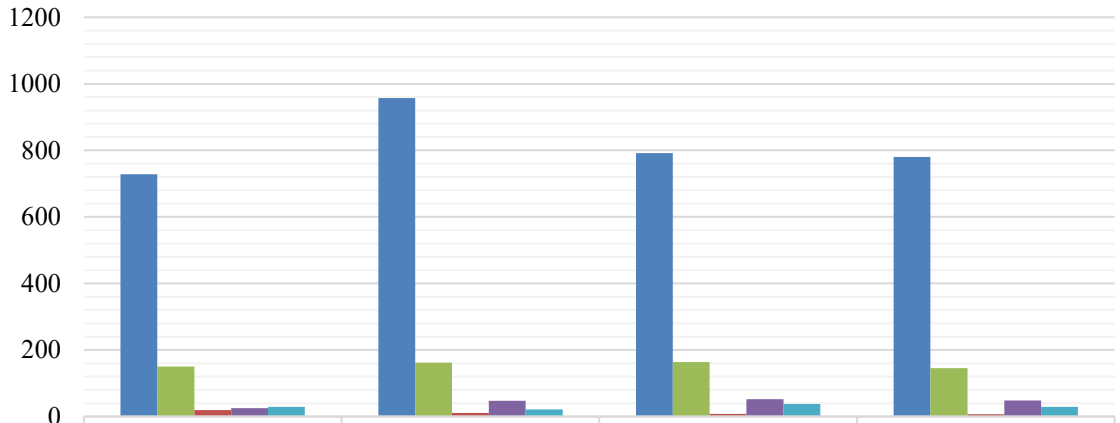
The 736 cases **to be completed** at the end of 25/26 include: 734 cases to be investigated, 2 cases in conciliation, 0 cases in public hearing, and 0 cases in civil action.

NOTES/HIGHLIGHTS

New charges filed represent a 4% decrease from FY 24/25.
Cases closed represent a 12% increase from FY 24/25.
Cases to be completed at the end of the fiscal year represent 18% decrease from FY 24/25.

<u>TABLE 2</u>: CHARGES OF ALLEGED DISCRIMINATION
FILED DURING CURRENT AND PREVIOUS YEARS BY STATUTE

2022/23 – 2025/26



	2022/23	2023/24	2024/25	2025/26
FEPA	728	957	792	780
AGE	150	162	164	145
EQ PAY	19	11	8	7
HOUSING	25	47	52	48
PA	29	21	38	29

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 2025/26

	EMPLOYMENT			HOUSING/PUBLIC ACCOM.		
BASIS	**FEPA**	**EQUAL PAY**	**AGE**	**HOUSING**	**PUBLIC ACCOM.**	**TOTALS**
RACE	198			9	17	224
COLOR	23			1	2	26
SEX	224	6		5	4	239
SEX-PREGNANCY	36					36
AGE (over 40)			144			144
RELIGION	39			1	1	41
NATIONAL ORIGIN/ ANCESTRY	95			5	4	104
DISABILITY	382			32	8	422
MARITAL STATUS	3					3
MILITARY & VETERAN STATUS	7			0	0	7
FAMILIAL STATUS				3	0	3
RETALIATION	538	4	46	10	6	604
RETALIATION (Whistleblower)	115					115
WAGE RETALIATION	61					61

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

TABLE 4: ISSUES IN EMPLOYMENT AND PUBLIC ACCOMMODATIONS CHARGES FILED IN FY 2025/26

ISSUE	NUMBER
Discharge	495
Terms and Conditions of Employment	332
Harassment	274
Reasonable Accommodation	219
Discipline	159
Wages	154
Constructive Discharge	122
Assignment	96
Suspension	88
Sexual Harassment	80
Failure to Hire	49
Failure to Train	40
Benefits	30
Public Accommodation Issue	29
Failure to Promote	28
Demotion	25
References Unfavorable	14
Breach of Confidentiality	12
Prohibited Medical Inquiry/Exam	6
Benefits-Insurance	5
Forced Leave	2
Layoff	2
Other	1
Benefits-Retirement/Pension	1
English Only Rule	1
Qualifications	1

TABLE 5: ISSUES IN HOUSING CHARGES FILED
FY 2025/26

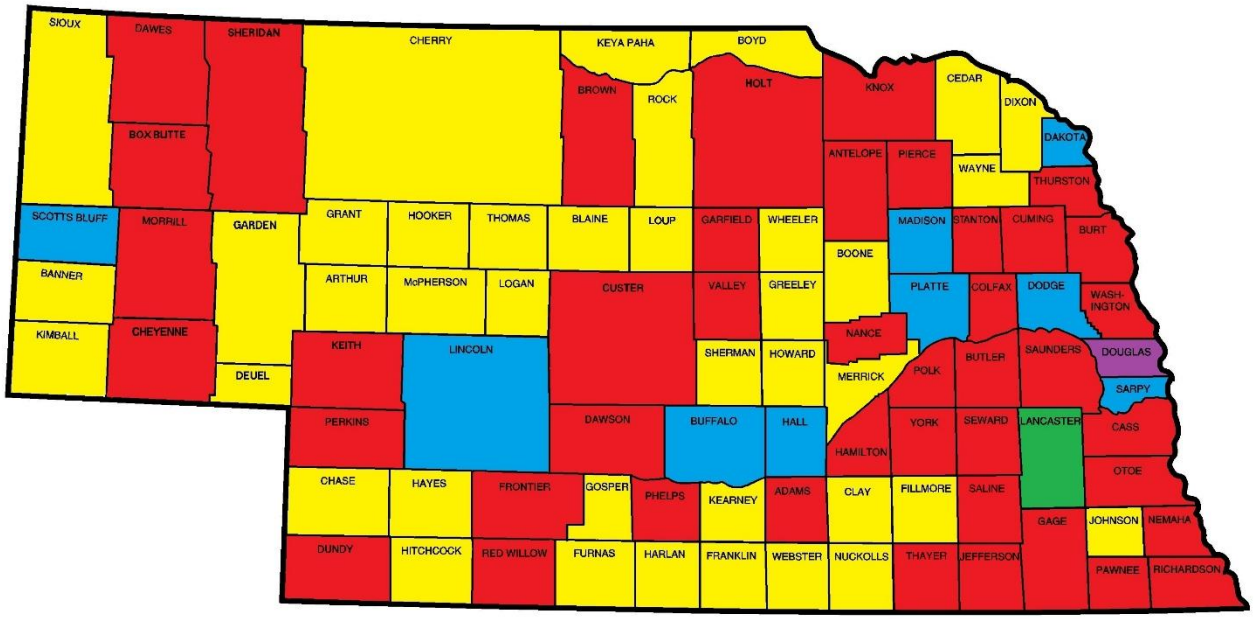
ISSUE	NUMBER
Terms, conditions, privileges, or services and facilities	35
To otherwise make unavailable or deny housing	27
Failure to make reasonable accommodation	23
Discrimination in terms, conditions, privileges relating to rental	9
Discriminatory acts under section 818 (coercion, etc.)	9
Discriminatory refusal to rent	3
Failure to permit reasonable modification	2
Discriminatory refusal to negotiate for rental	1
Discriminatory financing (includes real estate transactions)	1

TABLE 6: COMPLAINANT CHARACTERISTICS
(for all laws)
FY 2024/25 – 2025/26

MALE	FY 24/25	FY 25/26	FEMALE	FY 24/25	FY 25/26
Race			**Race**		
Black/African American	128	103	Black/African American	129	114
Native Hawaiian/Pacific Islander	2	1	Native Hawaiian/Pacific Islander	1	1
American Indian/Alaska Native	12	9	American Indian/Alaska Native	8	11
Bi-Racial/Multi-Racial	6	18	Bi-Racial/Multi-Racial	13	20
Asian	24	10	Asian	10	9
White	190	197	White	313	305
Ethnicity			**Ethnicity**		
Hispanic/Latino	59	70	Hispanic/Latino	72	71
Not Hispanic/Latino	336	308	Not Hispanic/Latino	433	422
National Origin			**National Origin**		
North America	312	301	North America	434	428
Middle East	24	8	Middle East	3	5
Hispanic	34	40	Hispanic	41	30
Europe	3	3	Europe	4	3
Caribbean	2	1	Caribbean	2	0
Asia	6	7	Asia	8	6
Africa	6	8	Africa	6	7
Unable to obtain info	14	16	Unable to obtain info	20	18

In Fiscal Year 25/26, we had 3 individuals who declined to give us the above information.

TABLE 7: CHARGES TAKEN BY COUNTY FY 2025/26



NONE	1 – 10	11 – 100	217	371

Adams	10	Deuel	0	Johnson	0	Red Willow	3
Antelope	2	Dixon	0	Kearney	0	Richardson	5
Arthur	0	Dodge	14	Keith	2	Rock	0
Banner	0	Douglas	371	Keya Paha	0	Saline	3
Blaine	0	Dundy	1	Kimball	0	Sarpy	45
Boone	0	Fillmore	0	Knox	1	Saunders	3
Box Butte	7	Franklin	0	Lancaster	217	Scotts Bluff	18
Boyd	0	Frontier	1	Lincoln	13	Seward	4
Brown	1	Furnas	0	Logan	0	Sheridan	1
Buffalo	11	Gage	8	Loup	0	Sherman	0
Burt	2	Garden	0	McPherson	0	Sioux	0
Butler	1	Garfield	1	Madison	11	Stanton	1
Cass	2	Gosper	0	Merrick	0	Thayer	1
Cedar	0	Grant	0	Morrill	1	Thomas	0
Chase	0	Greeley	0	Nance	1	Thurston	1
Cherry	0	Hall	28	Nemaha	4	Valley	2
Cheyenne	6	Hamilton	1	Nuckolls	0	Washington	7
Clay	0	Harlan	0	Otoe	7	Wayne	0
Colfax	1	Hayes	0	Pawnee	2	Webster	0
Cuming	2	Hitchcock	0	Perkins	1	Wheeler	0
Custer	4	Holt	3	Phelps	1	York	3
Dakota	15	Hooker	0	Pierce	1		
Dawes	4	Howard	0	Platte	20		
Dawson	5	Jefferson	3	Polk	1		

TABLE 8: CHARGES NOT DOCKETED

The Commission reviewed and processed 933 inquiries that did not result in formalized charges for the following reasons:

Reason for Non-Filing	2023/24	2024/25	2025/26
Respondent has too few employees	55	54	60
Allegations outside the Statute of Limitations	32	33	44
Complainant had no standing or basis to file	359	498	495
Informed of right to file, but declined to file	178	239	334
TOTAL NOT DOCKETED	624	824	933

TABLE 9: OTHER ASSISTANCE TO THE PUBLIC

In addition to screening and setting 1,465 appointments, and conducting initial interviews, the Commission staff also fielded 5,135 other inquiries from the public in FY 25/26. The inquiries received can be categorized as follows:

Contact Type	2023/24	2024/25	2025/26
General Questions Answered	662	981	1,324
Employer Inquiries	1,110	976	874
Information Sent	7	7	12
Referred to an appropriate source of assistance	219	245	234
Complainant Inquiries	3,839	3,421	2,691
TOTAL OTHER ASSIST	5,837	5,630	5,135

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 25/26, there were 18,462 website hits to the NEOC home page.

TABLE 10: COMMISSION DETERMINATIONS

		FY 23/24	FY 24/25	FY 25/26
Reasonable Cause	NEOC (moved to conciliation)	9	9	9
	Adopted (moved to conciliation)	0	0	1
No Reasonable Cause	NEOC	582	699	699
	Adopted	98	34	85
Pre-Determination Settlement	NEOC	58	73	97
	Adopted	1	0	5
Mediation	NEOC	17	18	21
Withdrawal With Settlement	NEOC	16	20	23
	Adopted	6	3	8
Withdrawal Without Settlement	NEOC	21	12	18
	Adopted	3	2	2
Failure to Locate	NEOC	0	0	1
	Adopted	0	0	0
Failure to Cooperate	NEOC	1	1	0
	Adopted	0	0	0
Lack of Jurisdiction	NEOC	31	22	19
	Adopted	5	1	2
Complainant Filing/Filed in Court	NEOC	9	6	6
	Adopted	2	0	4
Other	NEOC	16	13	6
	Adopted	20	9	28
Conciliations	Successful Conciliations	5	5	4
	Successful Conciliations – Adopted	0	0	0
	Unsuccessful Conciliations - Dismissals	5	2	6
	Unsuccessful Conciliations - Complainant Filing/Filed in Court	0	0	0
	Other - Adopted	0	0	0
	Unsuccessful Conciliations to Public Hearing or Civil Action	0	0	1
Public Hearings	For Complainant	0	0	0
	For Respondent	0	0	0
	Negotiated Settlement	0	1	0
	Other	0	0	0
Civil Action (Housing)	For Complainant	0	0	0
	For Respondent	0	0	0
	Negotiated Settlements	0	0	0
	Other	0	0	0
	Dismissal	0	0	1

TABLE 11: COMMISSION DETERMINATIONS BY STATUTE (CLOSED CASES) FY 2025/26

FAIR EMPLOYMENT PRACTICE ACT	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOMM.
886	168	16	63	42

TABLE 12: LACK OF JURISDICTION BASES

(3 years)

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

REASON FOR LACK OF JURISDICTION	FY 2025/26
No Employer/Employee Relationship	7
Not Enough Employees	6
Untimely Filed	4
Other	2
TOTAL	19

TABLE 13: COMPARATIVE CAUSE/SETTLEMENT FIGURES

FY 2019/20 – 2025/26

Fiscal Year	Cause & Settlements Percent of Initial Determinations	Combined Number of Cases
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
25/26	12.7	132

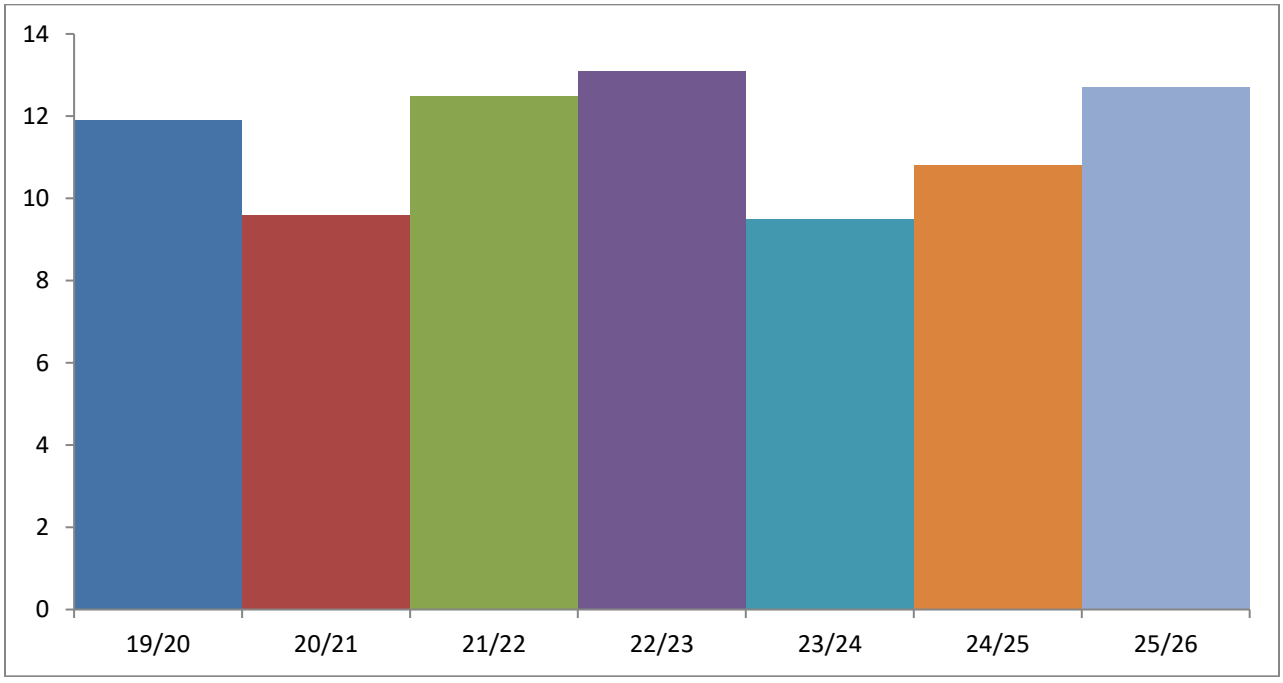


TABLE 14: ALTERNATIVE DISPUTE RESOLUTION (ADR)
Employment and Public Accommodation Cases

	FY 20/21	FY 21/22	FY 22/23	FY 24/25	FY 25/26
Sent to ADR	49	65	65	81	107
Successful Mediation	4*	16	17	18	21
Successful Pre-Determination Settlement	22	21	17	26	24
Withdrawal with Settlement	3	3	1	4	3
Failed ADR (either Mediation or PDS)	4	23	9	11	23
No Longer Wanted to Pursue ADR	14	0	6	23	14
Pending	15	17	32	31	53

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 25/26 the NEOC resolved 76 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 25/26, the NEOC settled 8 housing cases which is 13% 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 2025/26

Employment and Public Accommodations

Accommodation made

Adverse Material Removed from File

Apology

Neutral Reference

Policy Change

Rehire (pending restrictions uplifted)

Reinstatement

Representation during grievance hearing and forgiveness of union dues

Scheduling change

Separation of employment

Training

Housing

Housing made available

Offending neighbor moved away

Parking Spot

Property Manager no longer there

Training

TABLE 16: MONETARY RELIEF BY LAW

FY 2025/26

	EMPLOYMENT	PA	HOUSING	TOTAL
Pre-Determination Settlements	$ 702,784	$725	$14,362	$ 717,871
Mediation	207,160	0	0	207,160
Withdrawals with Settlement	3,111,583	0	0	3,111,583
Conciliation	249,000	0	0	249,000
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	$4,270,527	$725	$14,362	$4,285,614

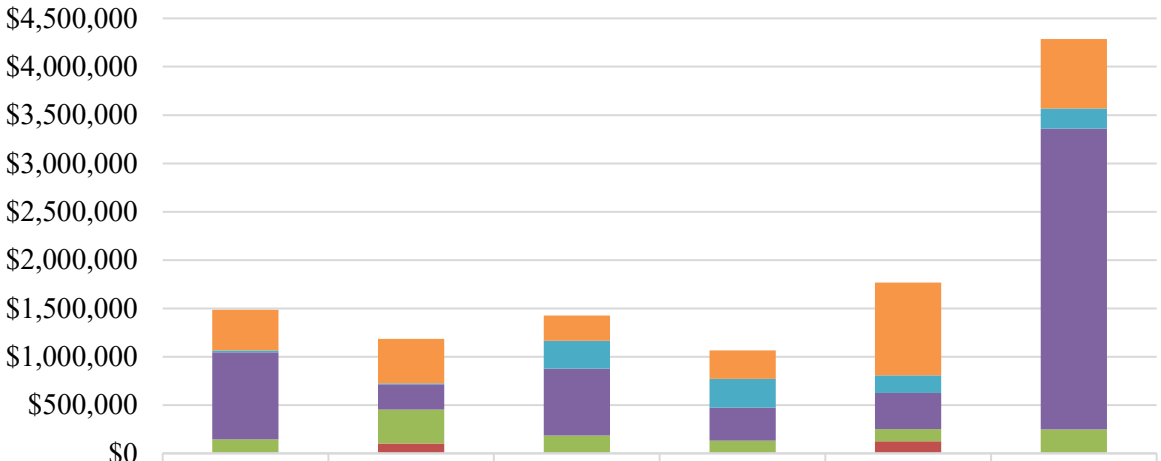
TABLE 17: NUMBER OF PEOPLE BENEFITING

FY 2025/26

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	84	2	24	110
Mediation	18	0	0	18
Withdrawals with Settlement	52	0	0	52
Conciliation	14	0	0	14
Public Hearing	0	0	0	0
Litigation	0	0	0	0
TOTAL	168	2	24	194

TABLE 18: TOTAL MONETARY RELIEF OBTAINED



	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
PDS	$422,787	$459,831	$262,586	$292,932	$960,278	$717,871
Mediation	$17,500	$9,500	$286,750	$298,975	$180,068	$207,160
Withdrawals*	$901,823	$262,820	$693,609	$340,338	$376,108	$3,111,583
Conciliation	$144,500	$351,000	$183,478	$132,515	$124,500	$249,000
Public Hearing**	$0	$101,302	$0	$0	$125,000	$0
Litigation***	$0	$0	$0	$0	$0	$0
TOTALS	$1,486,610	$1,184,453	$1,426,423	$1,064,760	$1,765,954	$4,285,614

* The benefits for 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 2021/22 – 2025/26

TABLE 19: AVERAGE CASE PROCESSING TIME

	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Average Hours Worked on Case File	17	16.75	15	15	14.42

♦ ♦ ♦

TABLE 20: AVERAGE DAYS ASSIGNMENT THROUGH DETERMINATION

	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Average Days	228.1	160.4	167.6	159	141

♦ ♦ ♦

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

	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Date Filed to Assignment of Investigator	110	104	119.9	155	148
Date Filed to Cause/No Cause Decision	339	265	288	315	290

♦ ♦ ♦

TABLE 22: CAUSE CASES

	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Out of Cause/No Cause Cases, This Percentage went Cause	4%	2%	1%	1%	1%

♦ ♦ ♦

TABLE 23: CONCILIATION TIME PER CASE

	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Average Conciliation Hours Worked on Case	1.4	1.6	2.43	2.5	1.8
Average Days in Conciliation	87	127	213	199	136

TABLE 24: REASONABLE CAUSE CASES BY STATUTE

FY 2025/26

FEPA	AGE	EQUAL PAY	HOUSING	PUBLIC ACCOM
7	0	0	1	0

TABLE 25: REASONABLE CAUSE CASES BY BASIS

FY 2025/26

BASIS	CASES	BASIS	CASES
Race	0	Religion	0
Color	0	Marital Status	0
Sex	0	Retaliation	5
Sex-Pregnancy	1	Retaliation – Wage	1
National Origin	0	Retaliation – Whistleblower	1
Age	0	Familial Status	0
Age Retaliation	0		
Disability	4		

TABLE 26: REASONABLE CAUSE CASES BY ISSUE

FY 2025/26

ISSUES	CASES	ISSUES	CASES
Employment & Public Accommodations		**Housing**	
Accommodations	4	Failure to make accommodations	1
Assignment	1	Refusal to rent	1
Discharge	5		
Discipline	1		
Harassment	1		
Wages	1		

TABLE 27: CONCILIATION SUMMARY
FY 2025/26

Total Conciliations Attempted 12
Successful 5*
Unsuccessful
Forwarded to Public Hearing 0
Forwarded to Civil Action-Housing 1
Dismissed 6

Total Dollars $249,000

* 1 adopted decision

TABLE 28: CONCILIATIONS

FISCAL YEAR	2021/22	2022/23	2023/24	2024/25	2025/26
Cases to Conciliation (Reasonable Cause)	30	11	9	9	9
Cases Pending from Prior Fiscal Year	1	7	4	3	5
TOTAL CASES	31	18	13	12	14
Conciliations Attempted	24	14	10	7	12
Successful Conciliations	8	8	5	5	5
Unsuccessful Conciliations	16	6	5	2	7
MONETARY RELIEF	$351,000	$183,478	$133,515	$131,500	$249,000
Conciliations Pending	7	4*	3	5	2

*This number includes 1 housing case

TABLE 29: CONCILIATION DETAIL - AFTER A CAUSE FINDING

FY2025/26

DISCRIMINATORY ACT	RELIEF TO COMPLAINANT
Employment and Public Accommodations	
Race (harassment)	$14,000 (lump sum), harassment training
Sex (sex harassment & harassment) Retaliation (wages, discharge) Whistleblower (wages, discharge)	$12,500 (lump sum), $12,500 (wages)
Age (demotion)	$54,000 (lump sum), $1,000 (attorney fees)
Sex, Pregnancy, Retaliation (accommodation, discipline, harassment, discharge)	$64,552 (lump sum), $38,750 (wages), $51,698 (attorney fees) training in harassment and retaliation regarding pregnancy
DISCRIMINATORY ACT	**RELIEF TO COMPLAINANT**
Housing	
Disability (refusal to rent and failure to make reasonable accommodation)	Case sent to Civil Action

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	19/20	20/21	21/22	22/23	23/24	24/25	25/26
Numbered Ordered	2	1	0	1	0	0	0
Number Held*	0	2	0	0	1	0	0
Number Carried Over	0	1	2	0	1	1	0
Orders Issued (Final)	0	1	2	0	0	1**	0
Pending	2	1	0	0	1	0	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 2025 - JUNE 2026

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, 2026

Complainant	Respondent	Case No.	Hearing Examiner
None			

TABLE 33: PUBLIC HEARING ORDERED; COMPLAINT NOT SIGNED BY COMPLAINANT AS OF JUNE 30, 2026

Complainant	Respondent	Case No.	Hearing Examiner
None			

TABLE 34: PUBLIC HEARING HELD; RECOMMENDED ORDER PENDING AS OF JUNE 30, 2026

Complainant	Respondent	Case No.	Hearing Examiner

TABLE 35: CIVIL ACTION DISPOSITION JULY 2025 - JUNE 2026

For Complainant	0
Settlement	0
Dismissal	0
TOTAL	0

HEARING DISPOSITION SUMMARY
July 1, 2025, through June 30, 2026

None

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

Case Number	Complainant	Respondent	Decision	Date Closed	Hearing Examiner
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.