

## CHARGING PARTY TABLES

**Table I** *Target and Comparison Groups and Their Definitions*

<u>Target Group</u>	<u>N</u>	<u>Definition</u>
Hiring	19,572	Failure or refusal by an employer to engage a person as an employee
<u>Comparison Group</u>	<u>N</u>	<u>Definition</u>
Discharge	119,039	Involuntary termination of employment status on a permanent basis
Constructive Discharge	8,869	Employee is forced to quit or resign because of the employer's discriminatory restrictions, constraints, or intolerable working conditions
Reasonable Accommodation	65,624	Employer fails to provide reasonable accommodation to the known physical or mental limitations of a qualified individual with a disability
Disability Harassment and Intimidation	33,654	Bothering, tormenting, troubling, ridiculing or coercing a person because of disability. For example: (1) making, allowing or condoning the use of jokes, epithets or graffiti; (2) application of different or harsher standards of performance of constant or excessive supervisions; (3) the assignment to more difficult, unpleasant, menial or hazardous jobs; (4) threats or verbal abuse; or (5) application of stricter disciplinary measures such as verbal warning, written reprimands, impositions or fines or temporary suspensions
Terms and	32,494	Denial or inequitable application of Conditions of rules relating to general working Employment conditions or the job environment and employment privileges which cannot be reduced to monetary value. Examples include: (1) assignment to unpleasant work stations or failure to provide adequate tools or supplies; (2) inequities in shift assignments or vacation preferences; or (3) restriction of mode of dress or appearance
<b>Total Comparison</b>	<b>259,680</b>	

**Table II**  
*Hiring and Non-Hiring Allegations by Impairment Type of Charging Parties*

<u>Impairment Type</u>	<u>Hiring</u> N = 12, 618		<u>Non-Hiring</u> N = 183,456	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
Back	1,892	15.0#	31,089	16.9
Hearing	1,203	9.5@	6,604	3.6
Non-paralytic/Orthopedic	1,014	8.0#	22,393	12.2
Vision	1,001	7.9@	5,015	2.7
Depression	774	6.1#	17,079	9.3
Diabetes	582	4.6#	9,470	5.2
Other Psychological	533	4.2	7,952	4.3
Missing Digits/Limbs	417	3.3@	2,107	1.1
Epilepsy	405	3.2@	4,149	2.3
Heart/Cardiovascular	404	3.2#	8,517	4.6
Other Neurological	376	3.0#	7,332	4.0
Other Respiratory or Pulmonary	368	2.9@	2,137	1.2
Paralysis	357	2.8@	1,580	0.9
Learning Disability	320	2.5	4,175	2.3
Cerebral Palsy	250	2.0@	1,014	0.6
Bipolar Disorder	249	2.0#	7,427	4.0
Cancer	235	1.9#	5,475	3.0
Alcoholism	233	1.8	3,231	1.8
Speech	216	1.7@	1,156	0.6
HIV/AIDS	204	1.6	3,158	1.7
Drug Addiction	168	1.3@	1,566	0.9
Schizophrenia	164	1.3@	823	0.4
Anxiety	162	1.3#	7,151	3.9
Multiple Sclerosis	158	1.3#	3,139	1.7
Asthma	137	1.1#	4,544	2.5
Kidney Impairment	133	1.1	1,589	0.9
Other Blood	126	1.0#	2,619	1.4
Disfigurement	125	1.0@	493	0.3
Brain Injury (Traumatic)	115	0.9	1,693	0.9
Cumulative Trauma	79	0.6#	2,567	1.4
Mental Retardation	56	0.4	986	0.5
Allergies	45	0.4#	1,678	0.9
Gastrointestinal	45	0.4#	2,204	1.2
Dwarfism	26	0.2@	77	0.0
Chemical Sensitivities	24	0.2#	934	0.5
Tuberculosis	11	0.1	126	0.1
Autism	5	0.0	95	0.1
Cystic Fibrosis	5	0.0	81	0.0
Alzheimer's	1	0.0	31	0.0

*Key: @ over representation of hiring; # under representation of hiring*

**Table III** *Hiring and Non Hiring Allegations by Age of Charging Parties*

<u>Group</u>	<u>Hiring</u> N = 17,557		<u>Non-Hiring</u> N = 233,310	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
Under 18	12	0.0	89	0.0
18-21	214	1.2@	2,053	0.9
22-29	1,814	10.3@	18,508	7.9
30-39	4,641	26.4@	60,265	25.8
40-49	5,812	33.0#	84,137	36.1
50-59	3,809	21.7#	53,245	22.8
60-65	725	4.1#	11,266	4.8
66 and Over	530	3.0@	3,747	1.6

*Hiring and Non Hiring Allegations by Race of Charging Parties*

<u>Group</u>	<u>Hiring</u> N = 17,312		<u>Non-Hiring</u> N = 225,669	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
Asian	207	1.2	2,664	1.2
African American	2,684	15.5#	45,562	20.0
Hispanic/Mexican	1,037	6.0#	15,084	6.7
Native American/Alaskan Native	154	0.9@	1,415	0.6
White	11,974	69.2@	140,324	62.2
Other	1,244	7.2#	20,372	9.0
Mixed	8	0.0	157	0.1
Unknown	4	0.0	91	0.0

*Hiring and Non Hiring Allegations by Gender of Charging Parties*

<u>Group</u>	<u>Hiring</u> N = 17,312		<u>Non-Hiring</u> N = 225,669	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
Male	12,179	65.3	129,298	50.0
Female	6,747	34.7	129,178	50.0

*Key: @ over representation of hiring; # under representation of hiring*

## EMPLOYER TABLES

**Table IV** *Hiring and Non-Hiring Allegations by Employer Size*

<u>Number of Employees</u>	<u>Hiring</u> N = 18,287		<u>Non-Hiring</u> N = 233,310	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
15-100	6,546	35.7	84,296	34.3
101-200	2,091	11.4	30,059	12.2
201-500	1,818	9.9	27,563	11.2
500 and Over	7,832	42.8	104,065	42.3

**Table V** *Hiring and Non-Hiring Allegations by Employer Industry*

<u>Industry</u>	<u>Hiring</u> N = 15,694		<u>Non-Hiring</u> N = 204,645	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
Manufacturing	2,612	16.7	42,292	20.7
Health Care and Social Assistance	1,986	12.7	27,839	13.6
Public Administration	1,960	12.5	17,766	8.7
Educational Services	1,544	9.8	12,456	6.1
Retail Trade	1,296	8.3	19,789	9.7
Transportation and Warehousing	1,269	8.1	11,581	5.7
Professional, Scientific, and Technical Services	930	6.0	8,499	4.2
Administrative and Waste Services	802	5.1	10,253	5.0
Other Services (Except Public Administration)	586	3.7	8,879	4.3
Finance and Insurance	488	3.1	10,690	5.2
Information	458	2.9	10,158	5.0
Construction	421	2.7	4,602	2.2
Accommodation and Food Services	348	2.2	5,218	2.5
Wholesale Trade	284	1.8	4,662	2.3
Utilities	171	1.1	3,286	1.6
Mining	150	1.0	1,781	0.9
Agriculture, Forestry, Fishing, and Hunting	148	0.9	1,325	0.6
Arts, Entertainment, and Recreation	137	0.9	1,684	0.8
Real Estate and Rental and Leasing	82	0.5	1,832	0.9
Management of Companies, and Enterprises	2	0.0	53	0.0

**Table VI: Closure Status, Hiring vs. Non-Hiring Allegations**

<b>Merit Resolution Favors Charging Party</b>	<b>Hiring N</b>	<b>Hiring Prop</b>	<b>Non- Hiring Prop</b>	<b>Non- Hiring N</b>	<b>Diff in Prop</b>	<b>Z</b>	<b>Sig Level</b>	<b>Cohen's d</b>
Withdrawn w/ Benefits	919	0.047	0.058	15,076	-0.011	-6.94*	.000	-0.0417
Settled w/ Mediation	1,699	0.087	0.087	22,466	0.000	0.24	0.813	0.0063
Successful Conciliation	1,048	0.054	0.021	5,563	0.032	19.69*	.000	0.1093
Unsuccessful Conciliation	1,415	0.072	0.040	10,354	0.033	17.20*	.000	0.0765
<b>Subtotal Merit</b>	<b>5,081</b>	<b>0.260</b>	<b>.206</b>	<b>53,459</b>	<b>0.054</b>	<b>-199.95</b>	<b>.000</b>	<b>-0.1171</b>
<b>Non-merit Resolution Favors Employer</b>								
<b>No reasonable Cause</b>	11,507	0.589	0.675	175,407	-0.086	-23.69*	.000	0.0225
<b>Administrative Closure Favors Employer</b>								
CP Uncooperative	589	0.030	0.014	3,690	0.016	12.81*	.000	0.1096
CP Withdraws w/o Settlement/Benefits	407	0.021	0.015	3,787	0.006	5.97*	.000	0.0755
EEOC Lacks Jurisdiction	1,424	0.073	0.064	16,540	0.009	4.80*	.000	0.0327
CP Not Located	93	0.005	0.003	728	0.002	3.89*	.000	0.1380
CP Denies Relief	19	0.001	0.000	101	0.001	2.58*	.010	0.2965
Litigation	7	0.000	0.001	251	-0.001	-4.09*	.000	-0.2538
Processing Problems	219	0.011	0.012	3,239	-0.001	-1.50	.109	-0.0417
Employer Bankrupt	9	0.001	0.001	132	0.000	-0.30	.767	-0.0924
CP Non- Responsive	172	0.009	0.009	2,346	0.000	-0.33	.745	-0.0229
<b>Subtotal Non- merit</b>	<b>14,446</b>	<b>0.740</b>	<b>0.794</b>	<b>206,221</b>	<b>-0.054</b>	<b>-408.25</b>	<b>.000</b>	<b>-0.0861</b>

\* Indicates statistically significant difference in proportion; i.e., probability that a difference of this magnitude is due to chance is less than 1 in 1000.

**Figure 1: A Partial Tree Depicting Drivers of Hiring Discrimination Under ADA Title I**

