Idaho Human Rights Commission
State Fiscal Year (FY) 2026

Agency overview

The Idaho Human Rights Commission was created by the Idaho Legislature in 1969. The act has been amended several times over the years, but the purposes of the act as set forth in Idaho Code 67-5901(2) remain unchanged: "To secure for all individuals within the state freedom from discrimination... and thereby to protect their interest in personal dignity, to make available to the state their full productive capacities, to secure the state against domestic strife and unrest, to preserve the public safety, health and general welfare, and to promote the interests, rights and privileges of individuals within the state."

Currently the Commission has statutory authority to investigate complaints of discrimination in education, employment, real estate transactions, and public accommodations based on race, color, religion, national origin and sex. In employment, housing and public accommodations, it also handles disability discrimination claims. Claims of age discrimination, for those who are 40 years of age or older, are processed only in employment cases. There are nine Commissioners who are appointed by the Governor, representing labor, industry and the ethnic and geographic diversity of Idaho. The Commission has one office in Boise, and a staff of 10 FTEs.

Core functions/Idaho Code

Administrative case processing. Idaho Code 67-5901, 67-5906, 67-5907, and 67-5908

The primary work of the Commission is to investigate claims of discrimination and to advise the parties on whether there is probable cause to believe that illegal discrimination has occurred. The administrative complaint must be filed within one year of the alleged unlawful discrimination. Idaho law makes the administrative filing a prerequisite to a case being filed in court. A court claim must be filed by a private party within 90 days of the Commission's issuance of administrative closure. The Commission contracts with the Equal Employment Opportunity Commission (EEOC) to handle federal discrimination claims within the state of Idaho. The Commission also has authority to file claims in court on behalf of victims of discrimination.

Information and referral. Idaho Code 67-5906(9)

The Commission frequently is contacted by people in difficult situations that fall outside the scope of the Commission's statutory authority. In each case, the intake officer attempts to direct the person to a resource that will be able to provide more direct assistance. Commission intake staff also receive many contacts from people who could file a formal administrative complaint with the Commission, but do not want to do so at that particular point in time. Intake staff will work with them to help them resolve their problems on their own, without the necessity of filing an administrative complaint.

Education about discrimination and the law. Idaho Code 67-5906(9), (10) and (11)

Commission staff offer seminars, workshops, technical assistance, and training programs to help Idahoans understand discrimination law and to be able to resolve discrimination disputes on their own. The Commission also has the responsibility to inform the Governor and the Legislature of any recommendations it may have for legislative or other action to effectuate the purposes and policies of the anti-discrimination law. Most of the statutory changes that have been made over the years to the Idaho Human Rights Act have come, at least in part, from Commission efforts to fulfill this responsibility. Also, the Commission has taken public stands on issues before the Legislature and other bodies that would impact human rights within the state.

Profile of cases managed, and key services provided, FY2026

Table 1. Cases managed and key issues raised, FY2023 – 2026

Cases managed and key issues raised	FY2023	FY2024	FY2025	FY2026
Total cases filed with the IHRC	**386**	**498**	**685**	**831**
Issues most frequently raised in administrative cases*	-	-	-	-
Discharge (actual or constructive)	56%	58%	52%	55%
Sexual harassment	10%	10%	9.6%	11%
Harassment/intimidation**	29%	28%	22%	29%
Failure to accommodate a disability	25%	27%	26%	32%
Terms and conditions of employment	21%	26%	24%	15%

* Some cases raise more than one issue, so the percentages may total more than 100%.

** Charges allege harassment or intimidation based on race, sex, color, religion, national origin, age or disability.

In FY2026, the Commission resolved 701 cases (see Table 2) of discrimination (not including many informal public accommodation cases), the vast majority of which will not go into either state or federal court.

Table 2. Case resolutions, FY2023 – 2026

Case resolutions	FY2023	FY2024	FY2025	FY2026
Total of administrative cases resolved	**348***	**410***	**489***	**701***
No probable cause findings	77.9%	80.7%	80.8%	78.9%
Mediations, settlements, successful conciliations	9.77%	10.3%	8.79%	9.42%
Conciliation failures	1.72%	4.1%	2.86%	2.85%
Non-jurisdictional; Notice of Right to Sue without findings; other**	10.6%	4.9%	7.57%	8.84%

* Informal processing of public accommodation cases not included.

** Other includes failure to cooperate, withdrawal without benefits and failure to locate.

Individual benefits to complainants in FY2026, including monetary and compensatory damages totaled $1,282,723.98. The Commission realizes incalculable savings to the parties, the State of Idaho, and the state and federal judicial system because of the administrative process developed by the IHRC, which avoids litigation in a vast number of cases.

Table 3. Total number of contacts, FY2023 – 2026

Intakes	FY2023	FY2024	FY2025	FY2026
Total number of contacts	**2,535**	**2,642**	**3,249**	**3,352**
Average per month	211	220	270	280
Total number of charges drafted	469**	606**	803	997
Average per month charges drafted	39**	51**	67	83
Percentage of contacts drafted	18.5%**	23%**	25%	30%

** Four-year rolling averages

Revenue

Revenue comes from a federal contract with the EEOC, and the Department of Labor Penalty and Interest Fund and Employment Security Special Administration Fund. The IHRC does not receive general funds appropriated by the Idaho Legislature.

Table 4. Revenue amounts, FY2022 – 2026

Revenues	FY2022	FY2023	FY2024	FY2025	FY2026
Amounts	$1,105,693	$1,183,625	$1,160,106	$1,317,333	$1,191,689*

** FY2026 is an estimated number of prior years', pending final year-end analysis.

FY2026 breakdown by basis

Many charges allege more than one basis, so percentages may total more than 100%.

Table 5. Breakdown by basis, FY2023 – 2026

Basis totals and breakdowns	FY2023	FY2024	FY2025	FY2026
Total claims filed	**386**	**498**	**685**	**831**
Employment	368 (95%)	468 (94%)	636 (93%)	776 (93.4%)
Public accommodation	7 (1.8%)	21 (4.2%)	24 (3.4%)	19 (2.3%)
Housing	10 (2.6%)	5 (1.0%)	23 (3.3%)	32 (3.9%)
Education	1 (0.3%)	4 (0.8%)	2 (0.3%)	4 (0.5%)
Disability	**170 (44%)**	**209 (42%)**	**312 (46%)**	**440 (53%)**
Harassment	52 (30%)	54 (26%)	57 (18%)	97 (22%)
Failure to hire	19 (11%)	17 (8.1%)	16 (5.1%)	22 (5%)
Discharge	93 (55%)	124 (59%)	163 (52%)	236 (54%)
Accommodation	95 (56%)	123 (58%)	179 (57%)	265 (60%)
Sex	**119 (31%)**	**154 (40%)**	**182 (27%)**	**316 (38%)**
Female	78 (66%)	113 (73%)	120 (66%)	167 (53%)
Pregnancy	15 (13%)	19 (12%)	26 (14%)	37 (12%)
Male	26 (22%)	22 (14%)	36 (20%)	38 (12%)
Sexual orientation	4 (3.6%)	3 (0.02%)	4 (0.02%)	9 (2.8%)
Gender identity	1 (0.01%)	0 (0%)	1 (0.01%)	3 (0.9%)
Retaliation (all bases)	**111 (29%)**	**169 (34%)**	**148 (22%)**	**212 (26%)**
Age (40+)	**51 (13%)**	**74 (15%)**	**91 (13%)**	**89 (11%)**
National origin	**43 (11.1%)**	**53 (10.6%)**	**63 (9.2%)**	**71 (8.5%)**
Mexican	7 (16%)	11 (21%)	4 (6.3%)	3 (4.2%)
Hispanic	19 (44%)	28 (53%)	34 (54%)	45 (63%)
Middle Eastern	2 (5.7%)	1 (1.9%)	4 (6.3%)	1 (1.4%)
Other	15 (39%)	13 (25%)	21 (33%)	22 (31%)
Race	**28 (7.3%)**	**29 (5.8%)**	**50 (7.3%)**	**53 (6.4%)**
Black	15 (54%)	16 (55%)	30 (60%)	30 (57%)
American Indian	1 (3.6%)	3 (10%)	4 (8%)	5 (9.4%)
White	5 (18%)	9 (31%)	9 (18%)	10 (19%)
Other	7 (25%)	1 (3.4%)	7 (14%)	8 (15%)
Religion	**30 (7.7%)**	**26 (5.2%)**	**20 (2.9%)**	**32 (3.8%)**
Other	23 (77%)	17 (65%)	16 (80%)	27 (84%)
Muslim	1 (3%)	2 (7.7%)	1 (5%)	2 (6.3%)
Jewish	1 (3%)	3 (12%)	3 (15%)	2 (6.3%)
Protestant	5 (17%)	4 (15%)	0 (0%)	1 (3.1%)

Performance highlights

In FY2026, 701 cases of discrimination were resolved, the vast majority of which will not go into either state or federal court.

During FY2026, Commission staff filled 35 requests for technical assistance presentations (addressing more than 1,100 individuals), primarily on the issues of harassment in the workplace, disability discrimination, fair housing, and creating and maintaining a respectful workplace. The Commission recently completed a strategic planning process with staff and Commissioners that included refining processes and procedures in light of the Commission's mission and vision. As a result of this process, Commission staff have eliminated the previous backlog of investigative cases and reduced the average duration of an investigation. Gov. Little also reappointed three sitting Commissioners.

As a result of economic circumstances, the Idaho Legislature approved legislation that merged the Commission with the Idaho Department of Labor, which took effect on July 1, 2010. In June 2010, the Commission moved to the department's central office at 317 W. Main St., Boise, Idaho 83735. The department provides administrative and logistical support, while the Commission retains independence in its operations, including the processing of discrimination cases, as established when the Legislature created the agency 56 years ago.

Disability discrimination in places of public accommodation.

The Idaho Human Rights Act also prohibits discrimination against people with disabilities in places of public accommodation. Although federal law already required accessibility, the Legislature chose to establish a state law enforcement system that would be more effective than relying on the federal processes. In response, the Commission has an informal resolution system designed to address accessibility issues quickly and easily whenever possible. Complainants are offered the alternative of filing an informal or formal complaint.

For more information contact:

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