

WHAT DOES AN INITIAL DETERMINATION OF PROBABLE CAUSE MEAN?

A determination by the Investigator of “probable cause” means that the Investigator has found a reason to believe that discrimination may have happened.

WHAT ARE MY OPTIONS AFTER RECEIVING THIS DETERMINATION?

At this point it is not possible for the Respondent to appeal.

The case must next pass into another phase of the complaint process called “Conciliation,” which is an opportunity for both you and the Respondent to settle the case.

Participation in Conciliation is voluntary for both parties. You will receive a conciliation date along with your Initial Determination. *If you wish to try to conciliate your case, be sure to return the slip enclosed to the Conciliator.*

If either party does not wish to conciliate, or if they cannot reach an agreement, the case will be sent to the next stage in the complaint process called “Hearing on the Merits.”

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Please feel free to contact the Department of Civil Rights,
Equal Opportunities Division, during business hours,
Monday-Friday, 8:00 am-4:30 pm at (608) 266-4910
with any questions that you have.

PLEASE NOTE:

If you need materials in alternate formats or other accommodations
in order to access this service, please contact the
Department of Civil Rights, Equal Opportunities Division.

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