

## EMPLOYMENT DISCRIMINATION REMEDIES – STATE CIVIL RIGHTS ACTS

## Rocky Mountain Region

State	Attorney's Fees	Compensatory Damages	Punitive Damages
<b>Arizona</b> Ariz. Rev. Stat. § 41-1481(G)	Yes	No	No
<b>Idaho</b> Idaho Code § 67-5908	No	No	Yes \$1000/ willful violation
<b>Kansas</b> Kan. Stat. Ann. § 44-1005(k)	No	Yes Up to \$2,000	No
<b>Montana</b> Mont. Code Ann. § 49-2-506	No	No	No
<b>New Mexico</b> N.M. Stat. Ann. § 28-1-13	No	Yes	No
<b>Utah</b> Utah Code Ann. § 34A-5-107(9)	Yes	No	No
<b>Wyoming</b> Wyo. Stat. Ann. § 27-9-106(n)	No	No	No

**CHARGES OF EMPLOYMENT DISCRIMINATION FILED WITH  
THE COLORADO CIVIL RIGHTS DIVISION AND  
PROBABLE CAUSE DETERMINATIONS**

	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08
<b>Claims Filed</b>	760	695	584	593	492
<b>Probable Cause Determinations</b>	21	38	52	49	12
<b>Percentage of Claims Resulting in Probable Cause Determinations</b>	3.55%	5.47%	8.9%	8.26%	2.44%

Source: Department of Regulatory Agencies, 2008 Sunset Review: Colorado Civil Rights Commission and the Colorado Civil Rights Division 25, 30 (Oct. 15, 2008).