

We strive to live in a community where...

people feel safe in homes and neighborhoods.



Public Safety & Community Subcommittee

Deb Hager, Chair	Marathon County Administration
Jeff Hardel	Wausau Police Department
Ken Heimerman	Marathon County District Attorney
Randy Hoenisch	Marathon County Sheriff's Department
Craig McEwen	Marathon County Board of Supervisors
Scott Parks	Marathon County Sheriff's Department
Lisa Rasmussen	Wausau City Council
Phil Rentmeester	Wausau Fire Department
Laurie Yarie	Marathon County Justice System Alternatives

"Marathon County continues to be a safe place to live, work, and visit. Our metro and non-metro areas all have lower crime rates than the State and National averages, contributing to the very strong feelings of personal safety."

*Deb Hager, Deputy Administrator
Marathon County Administration*

Public Safety and Community

Section Summary

Community Success and Progress:

- Over 90% of LIFE Survey respondents continue to indicate that they feel safe in Marathon County.
- Marathon County's property and violent crime rates are lower than the State and National average.
- Clearance rates for crime in Marathon County are higher than the State and National averages, indicating that law enforcement is effective in solving property and violent crimes in our community.
- Innovative collaborative efforts between the schools, courts, social services, and treatment providers targeted at reducing recidivism of juvenile and adult offenders have proven to be successful.
- Marathon County's Truancy Intervention Program has substantially reduced juvenile referrals to the courts for school absences.



Challenges and Opportunities to Improve:

Challenges

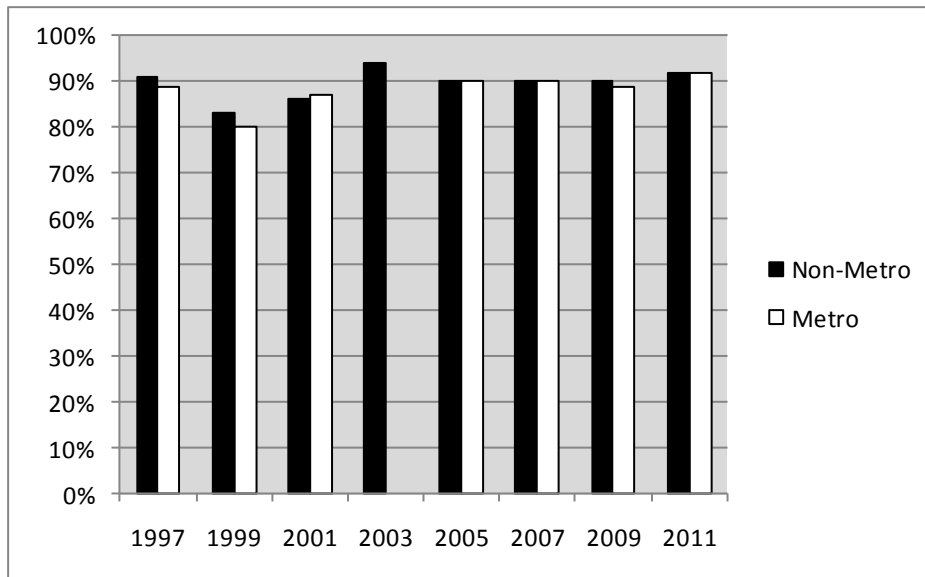
- The accessibility of alcohol and acceptability of alcohol misuse and abuse.
- The growing concern of increased heroin use in Marathon County as the number of overdoses is on the rise.
- Prescription drug abuse and fraud has doubled in the last two years

Opportunities to Improve

- Change our community's culture and attitude toward alcohol use and misuse by:
 - Increasing social campaign efforts regarding alcohol misuse and abuse.
 - Encouraging community family events that do not include alcohol.
 - Educating the community as to the real cost of alcohol and drug abuse.
- Continue to identify and implement evidence based strategies, interventions and treatment to address culture change, offender's criminality, alcohol and drug abuse, and best practices in public policy.



Key Measure: Percentage of LIFE Report Community Survey Respondents Who Reported Feeling Safe or Very Safe, 2011



Note:
Previous to 2011, data was reported as County vs. Wausau instead of Non-Metro vs. Metro. 2003 data on metro area not available.

COMMUNITY PERSPECTIVES

The extent to which county residents feel safe in their communities and neighborhoods is an important measure of public safety and quality of life.

Individuals' perceptions of personal safety are subjective. However, if people feel comfortable walking in their neighborhoods, they are also more likely to participate in community life and establish healthy commercial centers. This perception of safety supports use of Marathon County's natural and cultural resources, and promotes commercial activity.

perceptions of public safety, with high income earners feeling safer than persons with lower incomes. Confidence not only in personal safety but also that one's vehicle, home and personal property is respected and free from tampering, vandalism, or theft results in individuals feeling safe. The level of care and maintenance of public and private properties influences individuals' perceptions of safety.



Many factors influence an individual's perception of public safety. If someone has been a victim of crime they are more likely to feel less safe. Income influences

DATA HIGHLIGHTS

- The responses to the statement, "I feel safe in Marathon County," in the 2011 LIFE in Marathon County Community Survey were:

Strongly Agree	21.8%
Agree	69.6%
Disagree	5.9%
Strongly Disagree	1.1%
Don't Know	1.6%

- In the 2011 LIFE in Marathon County Community Survey, respondents with household incomes under \$50,000 were less likely to report feeling safe (87.7%) than those with incomes over \$50,000 (95.0%).
- 91% of whites and 90.4% of non-whites strongly agreed or agreed to feeling safe. Only one out of three surveyed American Indians/Alaskan Natives agreed to feeling safe.
- Percentage of respondents who strongly agreed or agreed to feeling safe in Marathon County, by age group:

Age 18-34	92.7%
Age 35-64	91.7%
Age 65 and over	90.9%

SOURCES

- 2011 LIFE in Marathon County Community Survey
Question 1, Refer to Survey Section
- Database of the Greenspaces and Neighborhoods in the heart of Boston
Heart of the City - Perceptions of Public Safety
<http://ksgaccman.harvard.edu/hotc/DisplayIssue.asp?id=40>

DATA HIGHLIGHTS

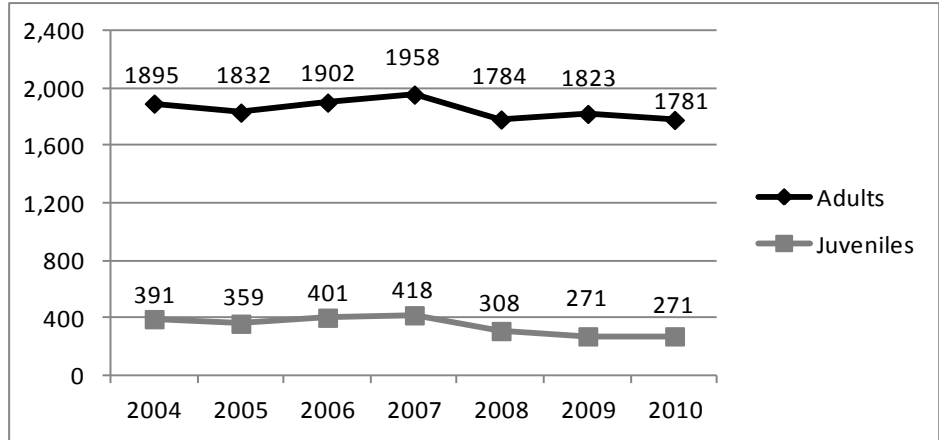
- Wisconsin has the highest rate of drunk driving in the nation.
- In 2009, more than 26% of Wisconsin adults surveyed admitted that they had driven under the influence of alcohol in the previous year.
- There were more than 44,000 convictions for drunken driving offenses in Wisconsin last year.
- In 2010, drug arrests were up 2% in Wisconsin, with 81% of arrests being for possession and 19% for sale/manufacturing. The most common drug associated with both sale and possession arrests was marijuana.
- Juveniles age 16 to 17 accounted for 68% of the total juveniles arrested for drug offenses in Wisconsin.
- The 2011 LIFE in Marathon County Community Survey responses to the following were:

Alcohol is used responsibly.	55.6% Disagree
Illegal drug use is rare.	79.5% Disagree
Misuse of prescription drugs is rare.	66.9% Disagree
I am concerned about drunk driving in my community.	80% Agree

SOURCES

- **LIFE in Marathon County Community Survey**
Question 18 List B, Refer to Survey Section
- **Wisconsin Office of Justice Assistance**
<http://oja.wi.gov/category>
- **Wisconsin Department of Transportation Drunken Driving**
www.dot.wisconsin.gov/safety/motorist/drunksdriving/
- **US Surgeon General**
<http://www.surgeongeneral.gov/>

Key Measure: Alcohol and Drug Arrests in Marathon County, 2004-2010



Adults	2004	2005	2006	2007	2008	2009	2010
Driving While Intoxicated	935	861	937	952	912	914	760
Drug Possession	342*	367*	308*	410*	271*	209	230
Sale & Manufacture of Drugs	--	--	--	--	--	40	90
Liquor Law Violations	618	604	657	596	601	660	701
Total	1895	1832	1902	1958	1784	1823	1781
Juveniles	2004	2005	2006	2007	2008	2009	2010
Driving While Intoxicated	18	13	14	13	11	12	15
Drug Possession	78*	50*	58*	86*	64*	47	38
Sale & Manufacture of Drugs	--	--	--	--	--	13	13
Underage Drinking	295	296	329	319	233	199	205
Total	391	359	401	418	308	271	271

Note: * Possession & Sale of Drugs were combined into one number from 2000-2008

COMMUNITY PERSPECTIVES

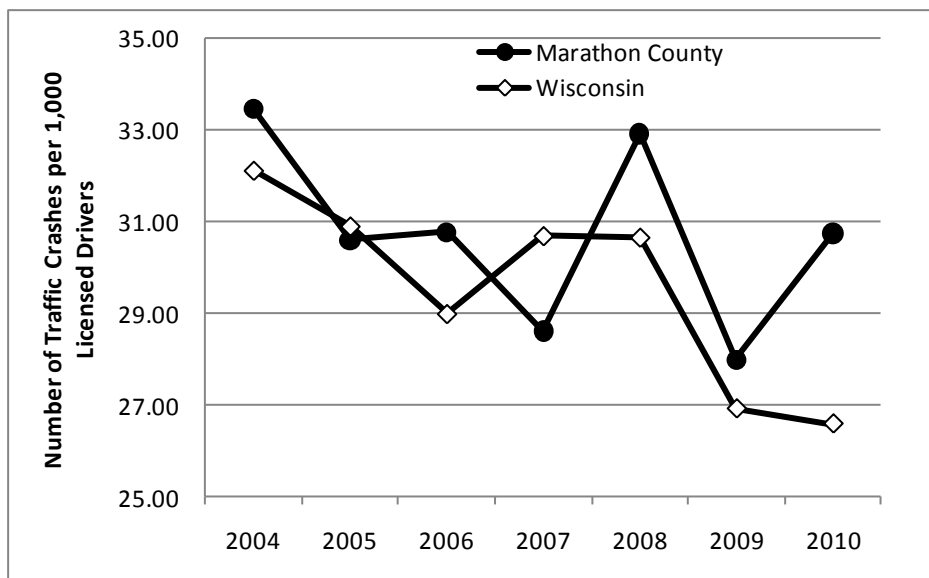
Drug and alcohol abuse are serious problems that reduce the quality of life by negatively affecting individuals and the public's physical and socio-economic health. The use of alcohol and/or drugs is not only a primary cause of traffic and workplace accidents, it is often a factor in domestic violence, assault, and disorderly conduct cases.

According to the US Surgeon General, alcohol is the most widely used substance of abuse among America's youth. Young people between the ages of 12 and 20 are more likely to use alcohol than tobacco or illicit drugs. The physical consequences of underage alcohol use range from medical problems to death by alcohol poisoning, and alcohol plays a significant role in risky sexual behavior, physical and sexual assaults, various types of injuries, and suicide. Underage drinking also creates secondhand effects for others, drinkers and nondrinkers alike, including car crashes from drunk driving, that put

everyone at risk. Underage alcohol consumption is a major societal problem with enormous health and safety consequences.

In July 2010, Wisconsin strengthened its impaired driving laws to include mandatory installation of ignition interlock devices on all vehicles owned by anyone convicted of a first offense operating while intoxicated (OWI) with an alcohol content of 0.15 or higher as well as second or subsequent offense OWI. Marathon County had 723 OWI charges from 7/1/2009 to 6/30/2010 and 700 from 7/1/2010 to 6/30/2011 suggesting a slight decrease of approximately 3%. Marathon County continues to work on impacting drug and alcohol use through a community wide initiative to change cultural customs regarding alcohol use and implementing evidence based interventions like specialty courts to address repeat OWI offenders.

Key Measure: Rate of Traffic Crashes per 1,000 Licensed Drivers in County and State, 2004-2010



COMMUNITY PERSPECTIVES

The greater the frequency at which we travel on the roads, the greater the opportunity to be involved in traffic crashes resulting in injury, disability, property damage and even death.

A number of factors contribute to the risk of traffic crashes, including vehicle design, speed, road design, driver impairment by alcohol or other drugs, animals, and weather conditions.

Responding to traffic crashes is the responsibility of several branches of law enforcement – State Patrol, County Sheriff, and local law enforcement. In the course of making roads safer for residents, officers issue citations for various offenses that cause accidents.

In 2009, officers from agencies within Marathon County responded to 2,701 different crash sites resulting in 21 fatalities and the issuance of 1,121 citations. Of the 15,855 total traffic citations adjudicated in 2009, 6,026 were for speeding and 748 were for OWI compared with 6,404 for speeding and 923 for OWI in 2008. In 2009, alcohol and drugs combined with speed contributed to almost 36% of Wisconsin fatal crashes while inattentive driving and speed contributed to over 33% of crashes in Wisconsin. A rising concern in regards to inattentive driving is the number of drivers utilizing cell phones while driving.

In addition to the physical losses to those involved in a traffic crash, there are broader economic losses to the community. Economic losses incurred because of traffic crashes were \$21,821,500 in the metro area and over \$48,000,000 in Marathon County in 2009.

<ul style="list-style-type: none"> Of the 2,788 crashes in Marathon County in 2010, the following factors were involved: 	
Speed	388
Deer	533
Alcohol	124
Hit & Run	304
Motorcycles	52
Work Zone	30
Bicycle	25
Pedestrian	10
School Buses	4

DATA HIGHLIGHTS

- According to the 2011 LIFE in Marathon County Community Survey, 80% of respondents agreed that they were concerned about drunk driving in their community.
- There was a 50% reduction in speed related crashes from 2008 to 2010. However, there was 39% increase in the number of hit & run accidents during this same period of time.
- In 2009, 21 persons in Marathon County became traffic fatalities; four were speed related and seven were the result of alcohol related crashes.
- Of the 1,013 traffic crashes in the metro area, five resulted in fatalities and 61 were alcohol related.
- Alcohol related crashes killed 238 people in Wisconsin, 45% of all fatal crashes and injured nearly 4,000 in 2009. Forty percent of fatal motorcycle crashes were alcohol related.

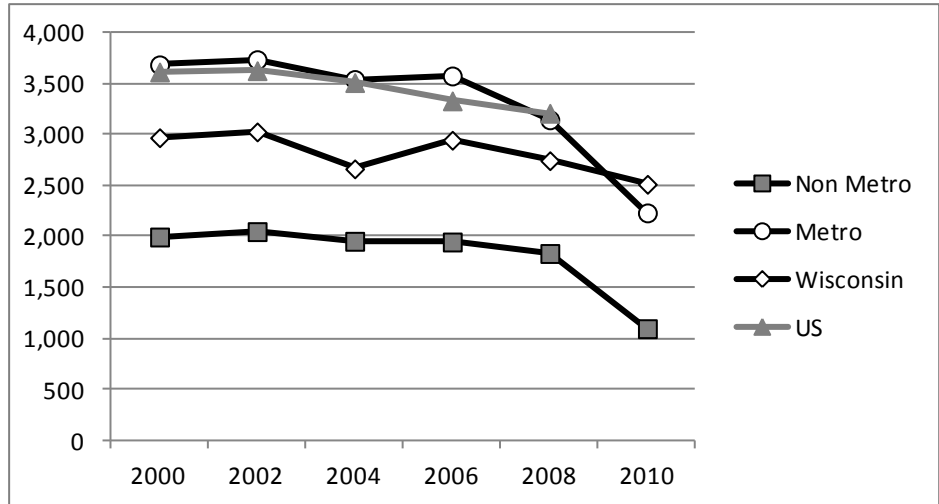
SOURCES

- LIFE in Marathon County Community Survey**
Question 18 List B, Refer to Survey Section
- Wisconsin Department of Transportation**
<http://www.dot.wisconsin.gov/safety/motorist/crashfacts/crashfacts-archive.htm>
- Wisconsin Department of Transportation**
Drunken Driving
www.dot.wisconsin.gov/safety/motorist/drunkenDriving/

DATA HIGHLIGHTS

- In 2010, the property crime rate in Marathon County was 1,803 per 100,000 people, continuing to show a modest decline since 2000.
- The Marathon County metro area property crime rate is higher than the non-metro, but lower than the state and nation's rates.
- Arsons in Marathon County decreased during the period between 2008 and 2010, while the number for the state increased 23%. The total property loss for arsons in 2010 for Marathon County was \$90,400.
- From 2009 to 2010, Marathon County experienced increases in property crimes and theft by 5% and 7% respectively, and decreases in arson by 38%.
- Burglary in Marathon County decreased by 1%, however, the decrease was less than that of the state which saw a decrease of 2%.
- In 2010, theft offenses cost victims over \$54 million in lost property and the average value of property stolen was \$510 per theft offense in Wisconsin.
- In 2010, the average dollar loss for arsons in Wisconsin was \$17,978.

Key Measure: Property Crime Rate Per 100,000 People, Non-Metro, Metro, State, and US, 2000-2010



Key Measure: Reported Property Crimes in Marathon County by Type, 2010

Property Crime	Metro Area	Non-Metro
Burglary	378	126
Theft	1,380	374
Motor Vehicle Theft	45	16
Arson	10	0
Criminal Damage to Property	252	98
Total	2,065	614

COMMUNITY PERSPECTIVES



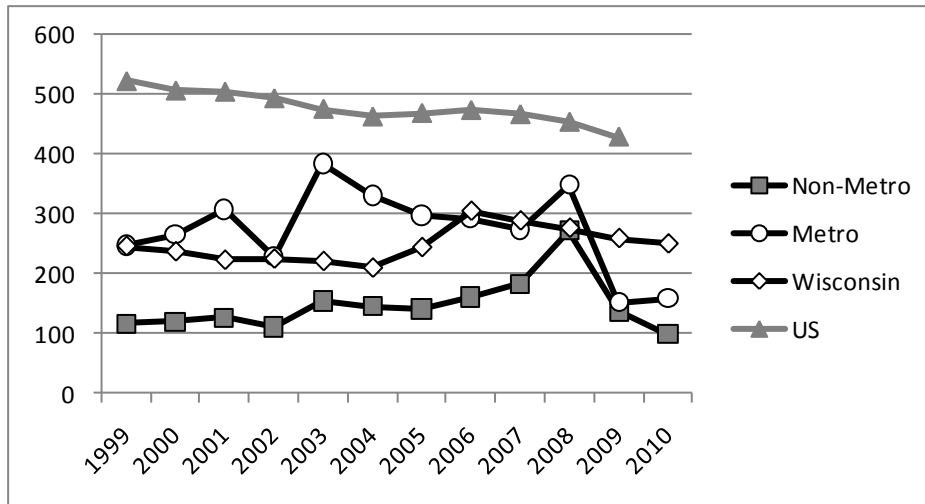
Marathon County continues to experience lower property crime rates than the state and nation. However, the more densely populated areas of the county experience higher crime rates than non-metro areas. The county rates by type of property crime continue to be lower than the state and national rates with the exception of arsons. The lower crime rates seem to support the strong perception of safety in the community.

SOURCES

- **Federal Bureau of Investigation Crime Statistics**
<http://www.fbi.gov/stats-services/crimestats>
- **Wisconsin Office of Justice Assistance**
Crime and Arrests
<http://oja.wi.gov/category.asp?linkcatid=1324&linkid=709&locid=9>

Property crime focuses on four offenses: burglary, theft, motor theft and arson. The object of theft type offenses is the taking of money or property without force or the threat of force against the victim. Local law enforcement feels that theft and burglary occurrences are good lead indicators of safety within the community.

Key Measure: Violent Crime Rate Per 100,000 People, Non-Metro, Metro, State, and US, 1999-2010



Key Measure: Reported Violent Crimes in Marathon County by Type, 2010

Violent Crime	Metro	Non-Metro
Murder	0	0
Sexual Assault*	51	46
Aggravated Assault	93	24
Robbery	18	2
Total	162	72

Note: In 2010, sexual assault was expanded to include more than forcible rape.

COMMUNITY PERSPECTIVES

The violent crime rate is composed of murder, sexual assault, robbery and aggravated assault. Violent crimes by their definition involve force or threat of force against the victim.

Marathon County experienced a significant drop in all categories of violent crime except robbery. All violent crime rates continue to be below the state and national experience. Similar to property crime, there is a difference between metro and non-metro areas with more densely populated areas experiencing a higher violent crime rate.



DATA HIGHLIGHTS

- The violent crime rate dropped 37% in Marathon County from 2008 to 2010 with substantial decreases in murder (-100%), sexual assault (-28%) and aggravated assault (-17%).
- The violent crime rate of 132 per 100,000 people in Marathon County is still significantly lower than the state and nation.
- From 2009 to 2010, there was an 18% increase in robbery.
- Firearms were used in 65% of murders in Wisconsin.
- Personal weapons such as hands, fists and feet were used in 27% of forcible rapes and firearms were used in 2%.
- Robberies cost Wisconsin victims nearly \$4 million dollars with average loss per robbery of \$994.

SOURCES

- **Federal Bureau of Investigation Crime Statistics**
<http://www.fbi.gov/stats-services/crimestats>
- **Wisconsin Office of Justice Assistance Crime and Arrests**
<http://oja.wi.gov/category.asp?linkcatid=1324&linkid=709&locid=9>

DATA HIGHLIGHTS

- In 2010, Marathon County cleared 78% of the violent crimes committed and 31% of property crimes. These rates compare favorably to the state rate of 50% for violent crimes and 25% for property crimes.
- In 2010, Marathon County's clearance rate for sexual assault is 79% well above the state clearance rate of 54%.
- There was a 6% increase in the clearance rate for violent crime in Marathon County from 2008 to 2010, while property crime clearance rates for the county remained steady at 31%.
- In 2010, \$604,709 of property was recovered in Marathon County.

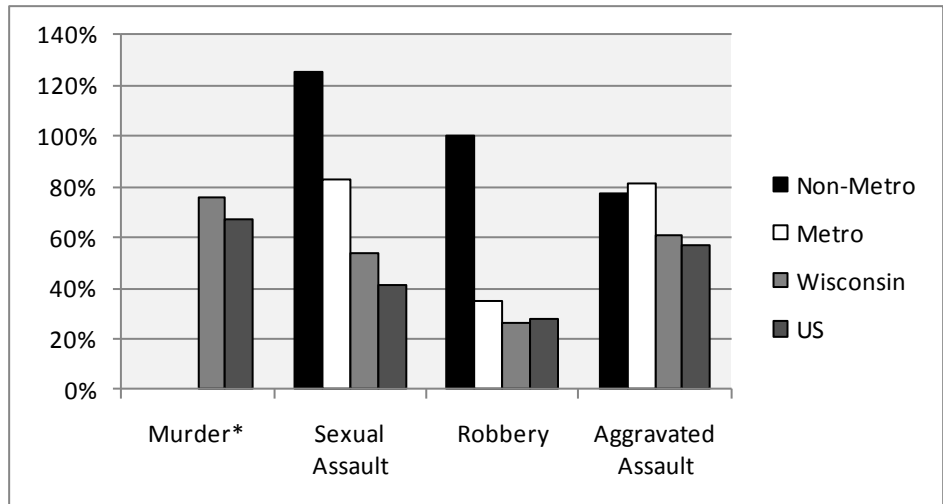
Nationally in 2009:

- 47.1% of violent crimes and 18.6% of property crimes were cleared.
- Of the violent crimes, murder had the highest percentage (66.6%) of offenses cleared.
- Of the property crimes, theft was most often cleared (21.5%).
- 34.7% of arson offenses cleared involved juveniles (persons under the age of 18), the highest percentage of all offense clearances involving only juveniles.

SOURCES

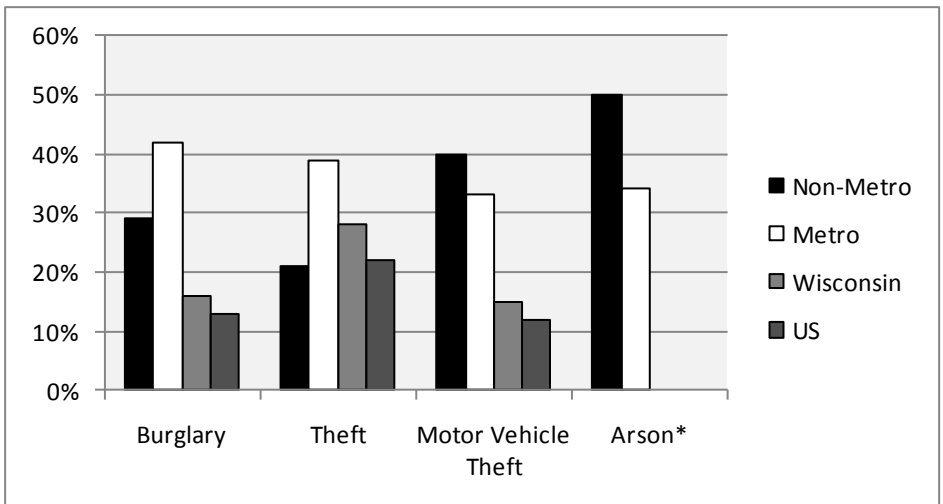
- **Federal Bureau of Investigation Crime Statistics**
<http://www.fbi.gov/stats-services/crimestats>
- **Wisconsin Office of Justice Assistance**
Crime and Arrests
<http://oja.wi.gov/category.asp?linkcatid=1324&linkid=709&locid>
- **Denton Record Chronicle**
Crime Clearance Rates Show Dallas Police's Success Varies
<http://www.dentonrc.com>

Key Measure: 2010 Violent Crime Clearance Rates, Marathon County Metro and Non-Metro Areas, State, and US by Percentage of Cases Cleared



Note: * No recorded murders for Marathon County in 2010.

Key Measure: 2010 Property Crime Clearance Rates, Marathon County Metro and Non-Metro Areas, State, and US by Percentage of Cases Cleared



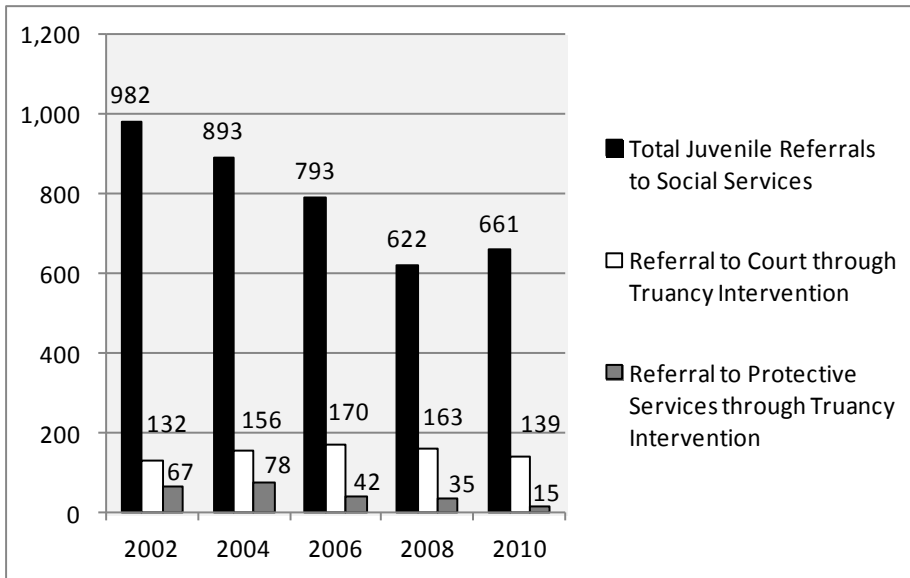
Note: * State and national data on arson clearance rates not available for 2010.

COMMUNITY PERSPECTIVES

Many victims of crime wonder how likely it is that whoever wronged them will be punished. No single measure can predict whether a case will be solved or cleared, however, clearance rates come close. Clearance rates represent the ability of law enforcement to solve crime and apprehend offenders. The rates vary among different types of offenses. The sheer volume of crimes spread law enforcement thin and violent crimes take priority over lesser property crimes. Some crimes like burglary and theft tend

to lack witnesses and evidence often present in violent crimes. Each case is unique and presents a different set of challenges for law enforcement. Law enforcement focuses on the offenses they can solve.

Key Measure: Number of Juveniles Referred to Social Services, Court, and Protective Services in Marathon County, 2002-2010



COMMUNITY PERSPECTIVES

Youth (under age 17) who are in violation of the law or are a status offender are referred from schools, law enforcement and the courts to Social Services. A status offender is a juvenile charged with or adjudicated for conduct that would not, under Wisconsin law, be a crime if committed by an adult. The most common examples of status offenses are chronic or persistent truancy, running away, being ungovernable or incorrigible, violating curfew laws or possessing tobacco or alcohol.

There are numerous possible causes of status offense behaviors. These noncriminal behaviors are often caused by poor family functioning or dynamics, school problems, youth characteristics or community problems. For example, research indicates that risk factors for potential truancy include domestic violence, academic problems, substance abuse, lack of parental involvement in education and chronic health problems. Research also indicates that many youth who run away were physically or sexually abused at home in the year prior to their runaway. Family dysfunction and drug use in the company of the child also increase the risk of youth runaways.

Marathon County Social Services has implemented an assessment to determine the level of risk of a youth

committing another offense. Youth are targeted for intervention based on their level of risk. These interventions include court ordered victim restitution, supervision services, electronic monitoring, and group/individual treatment. Court ordered services can include out of home placement in foster care, residential care and corrections. In 2010, an average of 22 youth/month were in residential care at total cost of \$2,286,274/year and an average 2 youth/month in corrections at total cost of \$117,910/year. Truancy Intervention program includes early intervention work to interrupt the cycle of absences; report center for those not compliant with attending school, assessment of needs and referral to other services including alcohol and other drug screening and treatment. These innovations have resulted in a reduction from 50.75% of youth referred to Truancy Court being referred to Juvenile Protective services in 2002 to 10.79% in 2010.

DATA HIGHLIGHTS

- Of the 661 referrals received, 335 (51%) resulted in a formal court disposition.
- The average cost of serving one juvenile is \$11,767/year.
- 53% of the youth Social Services works with are considered to be a moderate to high risk to relapse back into criminal behavior.
- 34% of youth in the Truancy Abatement Program were successfully dismissed, 26% were cited in Truancy Court; 5% were discharged unsuccessfully; and 35% are still participating.
- In 2010, there were 1,552 juvenile arrests in Marathon County, down 11% from 2009 with 1,741 juveniles arrests.
- Juvenile jurisdiction is between the ages of 10 and 16. Any youth 17 or older is automatically tried as an adult.
- A child can be tried as an adult as early as 10 years of age based on criteria for crimes ranging from first degree murder to any violation of state criminal law, including property theft or drug distribution.
- Once transferred to adult court, youth remain under adult criminal jurisdiction for all future crimes committed.

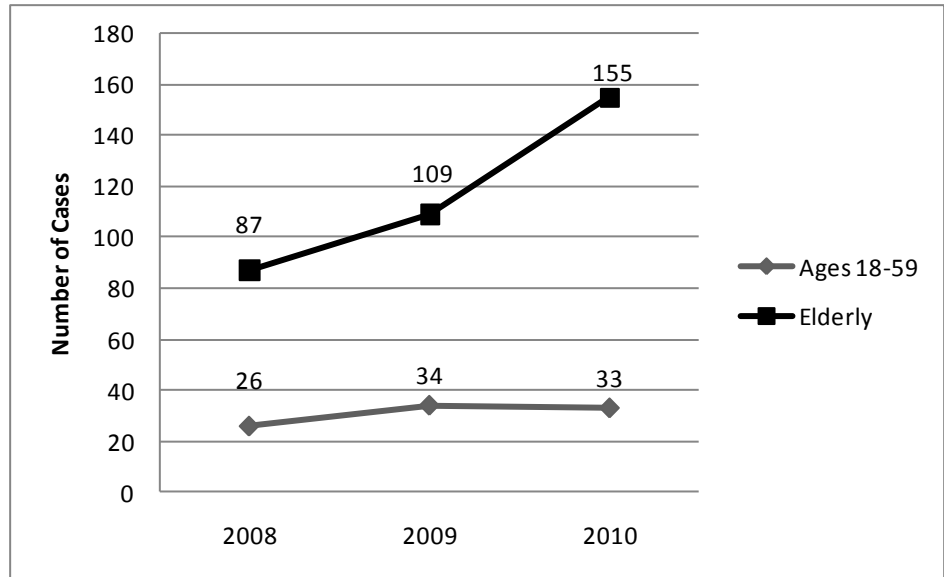
SOURCES

- **Marathon County Social Services**
Juvenile Justice
<http://www.co.marathon.wi.us/Departments/SocialServices/JuvenileJustice.aspx>
- **Wisconsin Office of Justice Assistance**
<http://oja.wi.gov/docview.asp?docid=21896&locid=97>
- **Act 4 Juvenile Justice**
Juvenile Justice Status Offenses Fact Sheet
http://act4jj.org/media/factsheets/factsheet_17.pdf
Wisconsin Fact Sheet
http://act4jj.org/media/factsheets/factsheet_46.pdf

DATA HIGHLIGHTS

- From 2008-2010 the most frequently reported reason for referral for protective services for persons 18 to 59 were financial exploitation (38.5% - 2008) and self neglect (41.9% - 2009 and 25.8% - 2010).
- From 2008-2010, the most frequently reported reason for referral for protective services for an elderly person was self-neglect ranging from 53.3% to 57.9% over the three years.
- Referrals for potential protective placement have almost doubled for the elderly from 2008 to 2010.
- Marathon County has 446 persons under active adult protective placement.
- The most common location for neglect or abuse is in one's place of residence for both populations.
- The majority (over 69%) of referrals are not life threatening for both populations. In 2009, Marathon County did have one death related to the reported incident in the age 19 to 59.
- For persons between the ages of 18 and 59, the most frequently reported cases involved persons between the ages of 18-29 and 50-59. The most frequently reported cases for the elderly were ages 70-89.

Key Measure: Adult Protective Services: Cases Reported in Marathon County, 2008-2010



COMMUNITY PERSPECTIVES

Unlike juvenile populations, adults are legally considered to be their own person capable of making decisions for themselves unless it is determined under state law that they are no longer capable of making decisions in their best interests. The right to self determination is very important to every adult and is only taken away if the person is not capable of understanding the consequences of their decisions due to either cognitive or mental impairments or the frailties of aging. When persons are found to no longer be competent they are placed under protective services and assigned a guardian who makes decisions on behalf of the protected person.

challenging/dangerous behavior. The most commonly reported abuser for elders at risk is a son/daughter. For a younger person it is a friend/neighbor, parent or service provider.

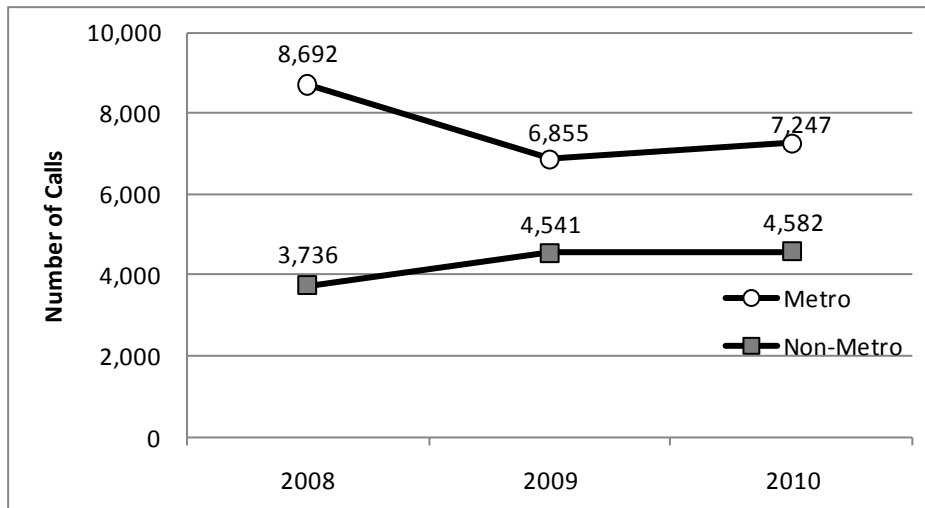
Cases of abuse and neglect are difficult to substantiate. Only 28.6%-35.8% of elder at risk cases are substantiated while 37.5% to 55% of younger adults at risk are substantiated. As the aging population continues to grow we are seeing an increase in elder at risk cases and can expect this to continue to rise.

The characteristics most frequently reported for elders at risk are Alzheimer's/dementia, frail elders, and medically fragile elders. For persons between the ages of 18 and 59 the characteristics are more diverse but include developmental disabilities, morbid obesity, diabetes, medically fragile, physical disability, and

SOURCES

- **Wisconsin Department of Health and Human Services**
<http://www.dhs.wisconsin.gov/Aps/Publications/publications.htm>
- **Report: WITS Statistical Summary Report for Adults-at-Risk Age 18-59, Marathon County Reporting Year 2008-2010**
- **Report: WITS Statistical Summary Report for Elder Adults-at-Risk Age 60+, Marathon County Reporting Year 2008-2010**

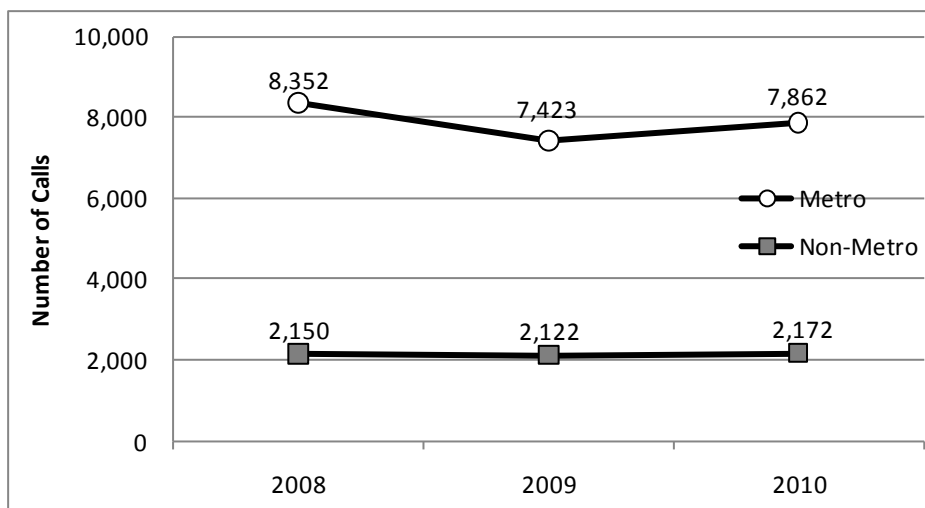
Key Measure: Number of Fire Calls Received in 911 Dispatch, 2008-2010



DATA HIGHLIGHTS

- Wausau and Weston accounted for the first and second most calls for both fire and EMS, respectively. Mosinee accounted for the third most fire calls, while Rib Mountain accounted for the third most EMS calls.
- Emergency calls into 911 dispatch have remained stable over the last three years.
- Fire Departments also respond to various service calls such as false alarms, carbon monoxide alarms, motor vehicle accidents, fuel spills, rescue, etc.

Key Measure: Number of EMS Calls Received in 911 Dispatch, 2008-2010



COMMUNITY PERSPECTIVES

Across the United States, citizens have come to demand high quality fire and emergency medical care as part of routine public services. While the demand is high, citizens and government leaders are not likely to be experienced in effectively evaluating their existing EMS system and determining additional needs. Staffing and equipment must be adequate to meet the demands of these unpredictable events. People expect emergency medical service to be efficient, effective, and financially feasible. These services will be challenged to meet the growing need for emergency medical service as the demographics of Marathon County change.

Potentially, in the future, fire service resources may be challenged to keep pace with both the rise in population, and the rise in calls for service. In order to address these concerns, fire departments are implementing alternate response strategies such as the Mutual Aid Box Alarm System (MABAS).

Effective fire prevention strategies and community education are essential to decreasing the number of calls for the fire service. Citizen support for, and participation in, these activities raises awareness and has the potential to decrease the trend of calls despite a rise in population growth.

SOURCES

- **Wausau Fire Department**
<http://www.ci.wausau.wi.us/LinkClick.aspx?fileticket=lp2GAmQziKU%3d&tabid=137>

DATA HIGHLIGHTS

- In 2009, there were 3,454 civil rights complaints in the state of Wisconsin. In 2010, there were 3,154 civil rights complaints.
- Fair employment continues to be the number one basis for civil rights complaints.
- In 2009, there were 93,277 individual charge filings with the Equal Employment Opportunity Commission (EEOC) in the US. In 2010, there were 99,922 charge filings.
- 35.9% of charges filed with the EEOC in the US involved reported discrimination based on race, 29.1% reported gender discrimination, 11.3% reported national origin discrimination, 3.8% reported religious discrimination, 23.3% reported age discrimination, and 25.2% reported discrimination based on disability (because individuals often file charges claiming multiple types of discrimination, percentages may not add up to 100%).
- 63.4% of EEOC filings in the US were resolved as to having no reasonable cause, while 4.7% of filings are found with reasonable cause. All other resolutions were settlements, withdrawal with benefits, and administrative closures.

SOURCES

- **Wisconsin Department of Workforce Development**
Civil Rights Bureau
http://dwd.wisconsin.gov/er/discrimination_civil_rights/default.htm
- **US Equal Employment Opportunity Commission**
Enforcement and Litigation Statistics
<http://www.eeoc.gov/eeoc/statistics/enforcement/index.cfm>

Key Measure: Number of Civil Rights Complaints in Marathon County, 2005-2010 by Category

Category	2005	2006	2007	2008	2009	2010	2010%
Fair Employment	94	65	89	74	65	66	89.2%
Open Housing	1	1	1	0	0	0	0.0%
Public Accommodations	0	0	0	0	0	0	0.0%
Family and Medical Leave	5	15	7	4	4	6	8.1%
Health Care Retaliation	1	4	2	2	1	0	0.0%
Other Laws	0	4	0	0	0	2	2.7%
Total	101	89	99	88	70	74	100.0%

COMMUNITY PERSPECTIVES

Civil rights laws exist to protect the rights of individuals to be free from discrimination. Civil rights complaints are filed to report possible discrimination in employment, housing, post-secondary education, family and medical leave, and retaliation. Definitions for these categories are:

Fair Employment: prohibits employment discrimination based on race, creed, color, national origin, ancestry, age, sex, handicap, arrest or conviction record, sexual orientation, marital status, and military status.

Open Housing: prohibits housing discrimination based on race, color, religion, national origin, ancestry, age - 18 and over, disability, lawful source of income, sexual orientation, marital status, and family status.

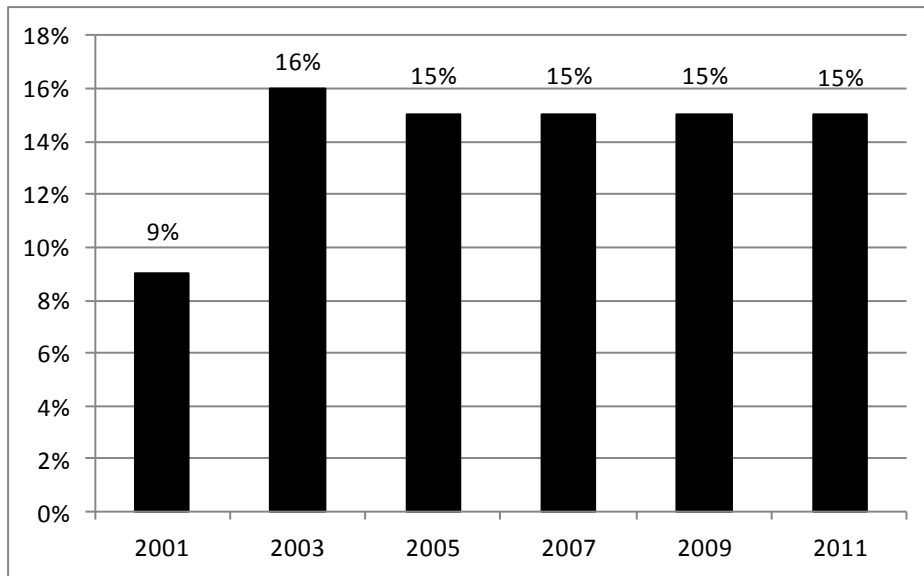
Public Accommodations: prohibits discrimination in public places based on race, creed, color, national origin, ancestry, sex, physical condition, developmental disability or sexual orientation.

Family Medical Leave: for employers of 50 or more, up to six weeks leave is to be allowed for an employee for birth or adoption of a child, and up to two weeks leave to care for child, spouse or parent with a serious health condition or own serious health condition.

Post-Secondary Education: prohibits discrimination because of physical condition or developmental disability in post-secondary education.

Retaliation Protections: includes the following; public employee health and safety, employee right-to-know, reporting of elderly abuse, reporting of violations by health care workers, and whistle-blower law for state employees.

Key Measure: Percentage of Respondents in Marathon County Who Felt That They Experienced Discrimination, 2001-2011



COMMUNITY PERSPECTIVES

Discrimination is generally defined as the unfair treatment of individuals or groups. Discrimination usually occurs because of prejudices of the person or entity about characteristics of others such as race, ethnicity, age, religion, or gender. It occurs where social inequalities exist and acts to reinforce boundaries between groups.

Federal laws are in place to protect individuals against discrimination. Protection from discrimination is included in the federal statutes for incidences related to:

- Age
- Ancestry
- Arrest Record
- Color
- Conviction Record
- Creed
- Disability
- Genetic Testing
- Honesty Testing
- Marital Status
- Military Service
- National Origin
- Pregnancy or Childbirth
- Race
- Sex
- Sexual Orientation

The impact of discrimination on individuals is dependent upon many factors, including the victim's response and management of the experience, and whether the discrimination was a one-time experience or a series of ongoing experiences. Discrimination may interfere with living a productive life and/or make life more difficult.

Discrimination is a stressful life experience that may negatively affect psychological or physical health. Discrimination or perceived discrimination affects organizations and the community, interfering with their members' abilities to develop shared common values and a common culture that helps people to work well together.

DATA HIGHLIGHTS

- According to the 2011 LIFE in Marathon County Community Survey, of the respondents who felt they experienced discrimination, they felt it was based upon:

Age	24.3%
Disability or Handicap	10.1%
Gender	13.5%
Race	11.5%
Religion	4.1%
Sexual Orientation	4.1%
Income	15.5%
Weight	4.1%

- The setting in which the discrimination occurred for respondents were:

Store/Shopping	12.8%
Medical Facility	13.5%
Locating Housing	1.4%
School	10.6%
Policy or Legal System	17.0%
Workplace	36.2%

- In 2009, there were 3 hate crimes reported in Marathon County. Wausau Police Department had an incident of vandalism motivated by religious based bias. Everest Metro Police Department reported two aggravated assault offenses and two intimidation offenses and motivations of bias based on race and sexual orientation.

SOURCES

- 2011 LIFE in Marathon County Community Survey**
Question 2, Refer to Survey Section
- Wisconsin Office of Justice Assistance**
<http://oja.wi.gov/docview.asp?docid=20007&locid=97>

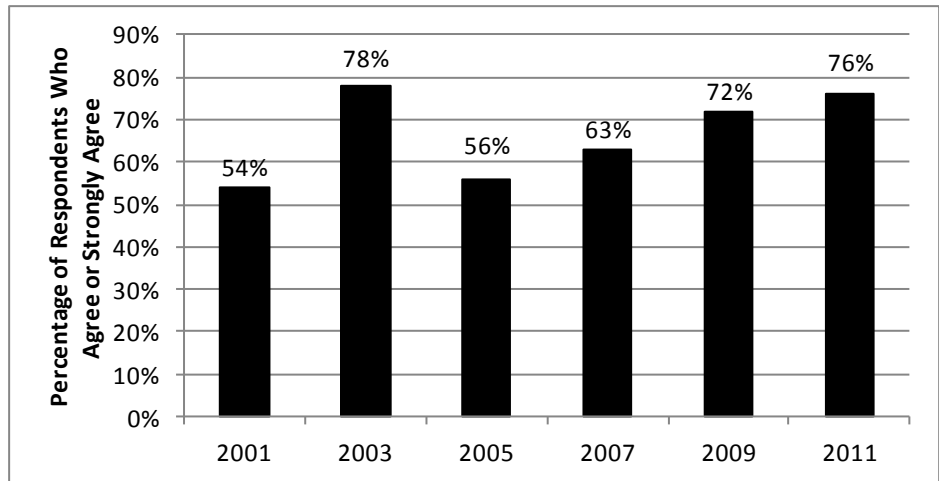
DATA HIGHLIGHTS

- The 2011 LIFE in Marathon County Community Survey asked participants, "In general, do you believe there is a benefit to having people of different races and ethnic groups living in our country?" The responses were:

Strongly Agree	22%
Agree	54%
Disagree	12%
Strongly Disagree	4%
Don't Know	7%

- According to the 2010 Census, Marathon County has a minority population of 9.7%, an increase from 6.6% in 2000.

Key Measure: Percentage of Respondents in Marathon County who Agree or Strongly Agree that there is a Benefit to Cultural Diversity, 2001-2011



Key Measure: Percentages of Population by Race/Ethnicity in Marathon County and Percentage Change in Racial/Ethnic Population in Marathon County, State, and US, 2000 vs. 2010

Race/Ethnicity	Marathon County		%Change 2000-2010		
	2000	2010	County	State	US
White	93.8%	91.3%	-2.7%	-3.0%	-3.6%
African-American	0.3%	0.6%	100.0%	10.5%	2.4%
Native American and Alaskan Native	0.3%	0.5%	66.7%	11.1%	0.0%
Asian-American	4.5%	5.3%	17.8%	35.3%	33.3%
Two or More Races	0.7%	1.3%	85.7%	50.0%	20.8%
Hispanic or Latino (of any race)	0.8%	2.2%	175.0%	63.9%	30.4%

SOURCES

- 2011 LIFE in Marathon County Community Survey**
Question 3, Refer to Survey Section
- US Census Bureau**
2010 Census Summary File 1
http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_SF1_QTP5&prodType=table

COMMUNITY PERSPECTIVES

The demographics of Marathon County have changed drastically over the last few decades. Starting in the late 1970s, Wausau and Marathon County experienced an influx of Southeast Asians, particularly individuals of Hmong ethnicity. Today, the Hmong represent the largest ethnic group in Marathon County and the Wausau area. More recently, Marathon County is also experiencing growth in other racial and ethnic populations, including African-Americans, Hispanics/Latinos, and multi-racial groups. Cultural diversity presents a number of opportunities and challenges that various elements of the community must address in order to maintain community cohesion and provide an environment for sustainable future and mutual benefit.

A community can improve cultural cohesion when people establish networks, norms, and social trust in order to facilitate coordination and cooperation for mutual benefit. In regards to cultural diversity, this cohesion is accomplished through respect for diversity where one moves beyond tolerance of differences and begins to accept, respect, celebrate, and incorporate cultural differences into attitudes, behaviors, and institutions so that a sense of identity, belonging, and history are created.

Specifically, Marathon County will need to address the opportunities and challenges of cultural diversity through actions that impact the education system, community development, communications and media, and governance so that the community is positively impacted by cultural diversity.