

To know if you can file a complaint of discrimination, scan here to complete an inquiry form:



kchr.ky.gov

Contact us if you need help with discrimination or would like more information:

Kentucky Commission on Human Rights

312 Whittington Parkway, Ste. 020
Louisville KY 40222

(502) 595 - 4024
1(800) 292 - 5566

Email: kchr.mail@ky.gov
kchr.ky.gov

How to File a Complaint

You may complete a questionnaire/inquiry form online at kchr.ky.gov. Once you complete and submit your inquiry, an intake officer will carefully review the information, contact you for additional information if necessary, and let you know if the Kentucky Commission on Human Rights can file a complaint of discrimination on your behalf. If a complaint can be filed, the Commission will prepare the complaint for you to sign and to have it notarized. If you need assistance submitting an inquiry, please contact us by phone, in person, by fax, email, or by mail.

A housing discrimination and financial transaction complaint must be filed within one year of the alleged incident of discrimination. An employment and public accommodation complaint must be filed within 180 days of the alleged incident of discrimination. A complaint is filed only when the Commission timely receives your signed and notarized complaint.

Once the Commission receives your signed complaint, your complaint will be assigned to an enforcement officer (investigator). The enforcement officer will thoroughly and impartially investigate the circumstances of the complaint. The enforcement officer will also work with you and the respondent to reach a satisfactory resolution by conciliating the case, if possible. Conciliation is similar to a settlement. Otherwise, after an investigation is complete, and if a probable cause finding is made, the case will be moved into litigation phase and will be handled by a Commission attorney.

Another alternative is to participate in our mediation program. Mediation is an informal, voluntary process, which provides a forum for discussion about the complainant between you, the other parties involved and neutral mediator, with the aim of quickly resolving the complaint. The mediation process is confidential.

Education and Training are Available

We offer a variety of educational programs for the public. We provide civil rights compliance training to public accommodations, local government officials and police officers, training in fair housing to realtors, property owners, managers, equal opportunity compliance training for employers, managers, and employees, and sexual harassment training for employees.

We provide organizational assistance, training, partnership and support for over 22 local human rights commissions throughout Kentucky that work to promote equality and opportunity. We also provide technical assistance to city and county governments to create their human rights commission. **If you would like to help organize a local rights commission in your area, contact us.**

Equality is Your Right



Opening Doors of Opportunity

Kentucky Commission
on Human Rights

PROTECTOR OF CIVIL RIGHTS
VOICE FOR EQUALITY
CATALYST FOR POSITIVE CHANGE

The Kentucky Commission on Human Rights is the state government agency created to ensure equality for all. Our primary purpose is to protect you from discrimination by enforcing and promoting the Kentucky Civil Rights Act.

About Us

We are proud of our achievements in human rights, which stretch over sixty-five years. The Kentucky Commission on Human Rights has opened doors of opportunity for thousands of people.

Kentucky has the oldest state human rights commission south of the Mason-Dixon Line. The Kentucky General Assembly created the Kentucky Commission on Human Rights in 1960. The job of the agency was to encourage fair treatment, foster mutual understanding and respect, and discourage discrimination against any racial or ethnic group or its members.

In 1966, our role expanded with passage of the Kentucky Civil Rights Act (Kentucky Revised Statute, Chapter 344). This law made discrimination illegal, and it gave the Kentucky Commission on Human Rights statutory authority to enforce civil rights laws for the Commonwealth. The law also made Kentucky the first state in the south to prohibit discrimination.

The Commission receives, initiates, investigates, conciliates and rules upon complaints alleging violations of the Kentucky Civil Rights Act.

The Commission is mandated to educate the public about the laws against discrimination and the benefits of equality. We conduct a comprehensive program of education, training, research, outreach and partnership to vigorously carry out this task.



The Kentucky Civil Rights Act

The following are protected classes under the law:

- Age
- Color
- Disability
- Familial Status
- National Origin
- Pregnancy
- Race
- Religion
- Sex
- Tobacco-Smoking Status

Every person is protected from discrimination in the following areas: **Housing, Employment, Public Accommodations** and **Financial Transactions**.

What is discrimination?

Discrimination is defined in the Kentucky Civil Rights Act as any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in the treatment of a person or persons, or the aiding, abetting, inciting, coercing or compelling thereof made unlawful under this law.

Protections Under the Law

Housing

It is against the law to discriminate against any person who seeks to rent or own housing. You have the right to fair housing regardless of your color, disability, familial status (protects households with children under 18 years of age and pregnant women), national origin, race, religion, or sex.

What Kentucky Fair Housing Law Means

Federal and Kentucky Fair Housing Laws provide equal opportunity to all people when buying, selling, renting, financing, or ensuring housing. You have the right to buy or rent where you choose a home, condominium, apartment, trailer or residential lot. Everyone must obey the law, including property owners, operators, builders, and developers, advertisers, advertising media, mortgage lenders, insurers, and banks or other financial institutions. To learn more about fair housing laws, read the fair housing brochure at our website at kchr.ky.gov.

Employment

It is unlawful to discriminate against any person in the area of employment. This is true regardless of the person's age (40 and over), color, disability, national origin, pregnancy (including childbirth and related medical conditions), race, religion, sex or tobacco-smoking status. It's unlawful to discriminate against any individual in regard to recruiting, hiring and promotion, transfer, work assignments, performance measurements, the work environment, job training, discipline and discharge, wages and benefits, or any other term, condition, or privilege of employment. The law prohibits not only intentional discrimination, but also neutral job policies that disproportionately affect persons of certain protected class and that are not related to the job and the needs of the business. The law applies to employers with eight or more employees (15 or more employees in a disability and pregnancy claim), employment agencies, labor organizations, and licensing agencies. This includes the Commonwealth of Kentucky and its political subdivisions and public schools.

In addition, under the Kentucky Civil Rights Act it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a pregnancy related medical condition who requests an accommodation.

To learn more about equal employment opportunity laws, read Equal Employment Opportunity brochure at kchr.ky.gov or visit the U.S. Equal Employment Opportunity Commission website at eeoc.gov.

Public Accommodations

It is illegal for a place of accommodation, resort or amusement to refuse or deny the full and equal enjoyment of goods, facilities, and accommodations to any person because of his or her color, disability, national origin, race, or religion. A place of public accommodation includes any place, store, or other establishment, either licensed or unlicensed, which supplies goods or services to the general public or which solicits or accepts the patronage or trade of the general public, or which is directly or indirectly supported by government funds. Stores, restaurants, businesses, theatres, hotels, medical offices are just a few examples. In addition, restaurants, hotels, motels, and facilities directly or indirectly supported by government funds are prohibited denying goods and services on the basis of sex.

Financial Transactions

The denial of credit or financing by a financial institution or person offering credit related to housing is illegal when it is based on color, disability, national origin, race, religion, age, or sex. It is illegal to discriminate for these reasons in the interest rate or monthly payment of a loan, in its terms, payments schedule, points, fees, or penalties, or in the offer of credit insurance on the loan.

Retaliation

It is illegal to retaliate or discriminate in any manner against a person who has opposed a practice declared unlawful by the Kentucky Civil Rights Act or because he or she has filed a complaint or assisted in any manner in an investigation or proceedings under the Kentucky Civil Rights Act.