

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 and federal civil rights laws.

About Us

We are proud of our achievements in human rights, which stretch over the last half century. With headquarters in Louisville and the Northern Kentucky office in Covington, 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 the statutory authority to enforce civil rights laws for the Commonwealth. The law also made Kentucky the first state in the south to prohibit discrimination.

Our Board of Commissioners rules on discrimination complaints with the authority of a court of law.

The commission receives, initiates, investigates, conciliates and rules upon complaints alleging violations of the Kentucky Civil Rights Act. The Kentucky Commission on Human Rights also has authority from the US Department of Housing and Urban Development and the US Equal Employment Opportunity Commission to enforce federal civil rights laws.

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, Race, Religion, Sex and 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 (whether you live with children under 18 years of age), 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 insuring housing. You have the right to buy or rent where you choose a home, condominium, apartment, trailer or lot. Everyone must obey the law, including property owners, property managers, real estate brokers, sales agents, operators, builders and developers, advertisers and advertising media, mortgage lenders, insurers, and banks or other financial institutions. For details, ask for the Kentucky Commission on Human Rights Fair Housing Brochure or visit the website at www.kchr.ky.gov. Also, visit the national Housing and Urban Development Fair Housing website at www.hud.gov/offices/fheo.

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, race, religion, sex or tobacco-smoking status. It is 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 a certain protected class and that are not related to the job and the needs of the business. The law applies to employers of eight or more people (15 in a disability claim), in businesses, employment agencies, labor organizations, licensing agencies, federal agencies, and the Commonwealth of Kentucky and its political subdivisions, including public schools. For details, ask for the Kentucky Commission on Human Rights Employment Brochure or visit the website at www.kchr.ky.gov. Also, visit the national Equal Employment Opportunity Commission website at www.eeoc.gov.

Public Accommodations

It is illegal for a place of public 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, and medical offices are just a few examples. In addition, restaurants, hotels, motels, and facilities directly or indirectly supported by government funds are prohibited from 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 is illegal when it is based on color, disability, national origin, race, religion or sex. It is illegal to discriminate for these reasons in the interest rate or monthly payment of a loan, in its terms and payment schedule, points, fees, or penalties, or in the offer of credit insurance on the loan.

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Contact Us

Call us if you need help or would like more information. Or, contact us by mailing the information request card below to the Kentucky Commission on Human Rights, 332 W. Broadway, Suite 700, Louisville, Kentucky 40202. Remember to visit our website at www.kchr.ky.gov.

Name _____
Address _____
Phone _____
Email _____

Other _____

Add me to invitation lists for your panel discussions,
Kentucky Civil Rights Hall of Fame and other special events.

Add me to your newsletter email list.

I may have experienced discrimination. Contact me about filing a
complaint.

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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 proceeding under the Kentucky Civil Rights Act.

How to File a Complaint

You may contact the Kentucky Commission on Human Rights to make a charge of discrimination by phone, in person, or by fax or email. Remember, to make a housing discrimination complaint, you must contact us within one year of the alleged discrimination. For an employment or public accommodation discrimination complaint, you must contact us within 180 days of the alleged discrimination.

After you contact us, our representative will interview you to get details about what occurred. Once it is determined that the Kentucky Commission on Human Rights has jurisdiction to handle the complaint and that your concern meets the requirements for a complaint, your case will be assigned to an enforcement officer.

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. A conciliation is similar to a settlement. Otherwise, after an investigation is complete, and if a probable cause finding is made, the case will move into the litigation phase and will be handled by a commission attorney. The Board of Commissioners will determine a final outcome and issue a ruling. The commission acts with the authority of a court of law.

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

Education and Training is Available

We offer a variety of educational programs for the public. Visit our website or fill out and return the attached information request card for details. We provide civil rights compliance training to owners and employees of public accommodations, local government officials and police officers, training in fair housing to realtors, property owners and managers, equal opportunity compliance training for employers, managers and employees, and sexual harassment training for employees. We provide organization assistance, training, partnership and support for the several local human rights commissions throughout Kentucky that work to promote equality and diversity. If you would like to help organize a human rights commission in your area, contact us.

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Equality is Your Right



Opening Doors of Opportunity

About the
**Kentucky Commission
on Human Rights**

PROTECTOR OF CIVIL RIGHTS
VOICE FOR EQUALITY
CATALYST FOR POSITIVE CHANGE