

Kentucky Commission on Human Rights

Newsletter

3rd Quarter 2024

The Kentucky Commission on Human Rights (KCHR), created in 1960, is the state government authority that enforces the Kentucky Civil Rights Act. KCHR consists of 11 Commissioners who are appointed by the Governor. They represent the seven judicial districts of the Commonwealth of Kentucky and also the state-at-large.

COMMISSIONERS

Raymond M. Burse, Chair (State-at-Large)

Devine Carama (5th District)

Lisa Anne Chaney (3rd District)

James “Jim” Glenn (2nd District)

Bernice P. Henry (7th District)

Rabbi Shlomo Leib Litvin (State-at-Large)

Anita Parra (State-at-Large)

Dr. Doris L. Sarr (1st District)

Rev. Frank M. Smith, Vice-Chair (4th District)

Joan “Toni” Stringer (State-at-Large)

Rick W. Wurth (6th District)

Commission Meetings Remainder of Calendar Year 2024

September 19, 2024—Louisville

October 17, 2024—Louisville

November 22, 2024—Hopkinsville

December 2024—No Meeting

Meetings usually occur the 3rd Thursday of the month; begin at 9:00 a.m., and are held virtually and/or at the Louisville office. Occasionally, there are changes to the date and/or location for various reasons.

Commissioner named to Leadership Kentucky

KCHR Commissioner Rick Wurth, CEO of Children’s Home of Northern Kentucky/CHNK Behavioral Health has been named to Leadership Kentucky’s 2024 class.

Wurth is among 52 Kentuckians named to the class that, according to Leadership Kentucky’s website will consist of seven, three-day sessions hosted in different areas across the state from June through December. Participants will learn more about the Commonwealth’s unique challenges, opportunities and resources as they meet and hear from a variety of Kentucky leaders. Session topics will include business and economic development, arts and tourism, natural resources and the environment, education, healthcare, social issues, agriculture and government.



The Kentucky Commission on Human Rights

*THE PROTECTOR OF CIVIL RIGHTS,
THE VOICE OF EQUALITY, AND THE CATALYST FOR POSITIVE CHANGE*

FILING A COMPLAINT

A person who believes he or she has been illegally discriminated against may contact the Commission and submit an inquiry by phone, mail, email at KCHR.mail@ky.gov, via the website at <https://secure.kentucky.gov/formservices/KCHR/Complaint/> or in person. This begins the complaint process. Intake staff obtain information and determine if the agency has jurisdiction. Complaints must be filed on a timely basis. Complaints in public accommodations, employment, financial transactions and retaliation must be filed within 180 days of the incident. Housing complaints must be filed within 365 days of the incident. All complaints must be signed and notarized. After we receive the signed and notarized complaint form from you, we can then formally file your complaint.

Once your complaint is formally filed, should you and the person(s) you are charging choose, we can help you to mediate the complaint. Housing complaints are not eligible for mediation.

RESOLVED

In August 2024, forty (40) cases were submitted to the Executive Director for review and approval: twenty-six (26) employment cases; four (4) public accommodation cases; and ten (10) housing cases.

Of the twenty-six (26) employment cases, twenty (20) were no probable cause; four (4) were withdrawn with settlement; and two (2) were withdrawn without settlement.

All four (4) of the public accommodation cases were no probable cause.

Of the ten (10) housing cases, eight (8) were no probable cause, one (1) was withdrawn, and one (1) was an administrative closure.

In September 2024, seventeen (17) cases were submitted to the Executive Director for review and approval: nine (9) employment cases; one (1) public accommodation case; and seven (7) housing cases.

Of the nine (9) employment cases, eight (8) were no probable cause; and one (1) was withdrawn without settlement.

Of the seven (7) housing cases, all were no probable cause.

The one (1) public accommodation case was no probable cause.

DATES TO REMEMBER

September 20-21, 2024—NAACP Kentucky State Convention in Elizabethtown, Kentucky

October 24, 2024—50th Annual Unity Breakfast in Hopkinsville, Kentucky

November 22, 2024—Kentucky Civil Rights Hall of Fame Induction Ceremony in Hopkinsville, Kentucky

HAPPENINGS

(Pictured on right) On July 27, 2024 the First Annual Greater Owensboro Alianza Latina Hispanic Health Fair was held in Owensboro, Kentucky. Human Right Specialist, Juan Pena, set up a KCHR information table.

Pictured are Commissioner Jim Glenn (KCHR Commissioner), Emilee Clark (Development & Operations Coordinator for Owensboro HRC), Becky Brandle (Director of Owensboro HRC), and Juan Pena.



(Pictured above) On August 13, 2024, KCHR staff: Sana Abhari, Staff Attorney, Cynthia Fox, Executive Director, Karen Cottrell, Executive Administrative Assistant, Cedric Irvin, Enforcement Supervisor, and Colt Sells, Managing Attorney on the Civil Rights Tour during IAOHRA Conference in St. Louis, Missouri.

WORKSHOPS/TRAININGS

July 12—Staff Assistant Juan Pena conducted a virtual Fair Housing Training.

July 17—Juan Pena conducted an EEOC Training in Maysville, KY.

August 1—Human Rights Specialist Glenda Stovall did a presentation on Sexual Harassment in the Workplace presentation for National Court Reporters Association.

August 2—Juan Pena did a presentation on Equal Employment Opportunity Laws and the Kentucky Pregnant Workers Act in Lexington, KY.

September 10—Juan Pena conducted a virtual Fair Housing Act training.

KENTUCKY PROUD

(Pictured right) At the International Association of Official Human Rights Agencies (IAOHRA) Conference in St. Louis, Missouri August 11-15, 2024: Emily Evans, Housing Investigator II, Lexington Human Rights Commission; Tami Reed, Senior Office Manager, Lexington Human Rights Commission; Sana Abhari, KCHR; Ray Sexton, Executive Director, Lexington Human Rights Commission; Cynthia Fox, KCHR; Cedric Irvin, KCHR; Karen Cottrell, KCHR; Chase Medved, Human Relations Supervisor, Louisville Metro Human Relations Commission; Judy Dillander, Compliance Officer, Metro Human Relations Commission; and Charles Johnson, Executive Director, Henderson Human Rights Commission.

The conference theme was “Creating a Human Rights Culture”.



The Kentucky Civil Rights Act makes it unlawful to discriminate against people in the areas of employment, financial credit transactions, housing and public accommodations. Discrimination is prohibited in these areas based on race, color, religion, national origin, gender, and disability. In employment, discrimination is further prohibited on the basis of age (40 years and over) and on the basis of tobacco-smoking status. In housing, discrimination is further prohibited based on familial status, which protects people with children in the household under the age of 18 years old, and it protects women who are pregnant. It is also a violation of the law to retaliate against a person for reporting or alleging discrimination. For help with discrimination or to make a discrimination complaint, contact the commission at 1-800-292-5566. For more information about the commission and civil rights, visit the website at <https://kchr.ky.gov/>.

Education and Outreach Unit

The mission of the Kentucky Commission on Human Rights (KCHR) is "To eradicate discrimination in the Commonwealth through enforcement of the Kentucky Civil Rights Act." In addition to enforcement to eradicate discrimination, KCHR has an Education and Outreach Unit that focuses primarily on educating the public about their rights and responsibilities under the Kentucky Civil Rights Act. KCHR offers workshops and trainings about fair housing laws, reasonable accommodations, and modifications for qualified individuals with a disability in housing, anti-discrimination employment laws, laws about sexual harassment in the workplace, and the Kentucky Pregnant Workers Act. These trainings are free of charge. The trainings can be designed for specific audiences. KCHR has done trainings for consumers, tenants, housing providers, social service providers, employees, employers, human resource directors, paralegal associations, and city, county and state government agencies. KCHR also has posters and brochures available for free. These educational materials can be downloaded from KCHR's website at kchr.ky.gov. If you need more information about our trainings or need to request a training, please send an email to kchr.mail@ky.gov

You are cordially invited to join us at the *Kentucky Civil Rights Hall of Fame Induction Ceremony* on November 22, 2024 at 2:00 PM CST at The Bruce Convention Center, 303 Conference Center Drive, Hopkinsville, KY 42240. To RSVP please email karen.cottrell@ky.gov.

NOMINEES

James W. (JW) Cleary, Paducah
William Davis, Lexington
The late Helen Danser, Madisonville
Edward Duke, Lexington
Amber Duke, Louisville
Reverend Raynarldo Henderson, Paducah
Bernice Henry, Ashland

Amos Izerimana, Louisville
Dr. Bishop Denis Lyons, Louisville
The late Virginia Moore, Willisburg
The late Louis Porter McHenry, Hopkinsville
The late Reverend Dr. Garland Kimble Offutt, Sr., Louisville
The late (Amanda) Ellen Offutt, Lexington
Serena Owen, Elsmere
The late Adolfo "Ben" Ruiz, Louisville

Monthly Celebrations and Awareness

July



August



September



Contact information:

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Website: kchr.ky.gov**