

Kentucky Commission On Human Rights

ALL DOORS ARE OPEN IN KENTUCKY

Newsletter

Hurry! Register for
Legal Symposium in
honor of KY Civil Rights
Act 50th Anniversary



On Wednesday, January 27, in Lexington, Ky., the Kentucky Commission on Human Rights, in conjunction with the University of Kentucky College of Law, will present a "Law Symposium Commemorating the 50th Anniversary of the Kentucky Civil Rights Act."

Ky. Lt. Gov. Jenean Hampton, Ky. Supreme Court Chief Justice John Minton, Jr., Ky. Attorney General Andy Beshear, and Kentucky Bar Association President Douglass Farnsley, will be among the guest speakers.



The keynote speaker will be Patricia Timmons-Goodson, vice chair of the U.S. Commission on Civil Rights (in photo at left). Registration will begin at 8 a.m. (EST). The program will be conducted from 8:30 a.m. to 4:30 p.m.

The one-day symposium will be held at the University of Kentucky College of Law, 620 S. Limestone, Lexington, Ky., 40506-0048, in the Law School Courtroom. The symposium will consist of a series of panels and speakers prominent in the civil rights arena, including legislators, judges, activists and attorneys.

The program is free. Make your reservation online at <http://law.uky.edu/CivilRightsSymp>. Or call our commission's Mary Ann Taylor at 502.566.9961.

Celebrate the Kentucky
Civil Rights Act signed
Jan. 27, 1966

by John J. Johnson
Kentucky Commission on Human Rights executive director



Above, center, Gov. Edward T. Breathitt signed the Kentucky Civil Rights Act [Kentucky Revised Statutes Chapter 344] on Jan. 27, 1966. At far left is the first chair of the Kentucky Commission on Human Rights, Rev. Robert W. Estill.

As the Commonwealth of Kentucky celebrates on Jan. 27, 2016, the 50th anniversary of the Kentucky Civil Rights, the Kentucky Commission on Human Rights asks all people of the state to stand strong for equality and to continue to encourage fair treatment for, to foster mutual understanding and respect among, and to discourage discrimination.

Kentucky became the first state south of the Mason-Dixon Line to pass its own state-level Civil Rights Act. Gov. Edward T. Breathitt signed the Kentucky Civil Rights Act on Jan. 27, 1966. This followed two years

Continued next page

after the passage of the U.S. Civil Rights Act in 1964.

Dr. Martin Luther King Jr. sent a telegram to then Gov. Breathitt about the new Kentucky Civil Rights Act: "This is a milestone for a southern state...a great step forward for any state. [It] will serve as a great beacon light of hope for all men of goodwill...and hopefully inspire other states to follow suit." Sometime after its passage and others in the south followed suit, King said of the Kentucky law, "[It] is the strongest and most comprehensive civil rights bill passed by a southern state."

The Kentucky Civil Rights Act began a new and brighter era and helped end a nightmare of legal segregation, discrimination and government-sanctioned racism, an atrocity African Americans and other minorities had endured since Kentucky's beginning.

With its passage, the Kentucky Commission on Human Rights became the state governing authority to enforce the law, which it continues to do today. Over the past 50 years, the commission has investigated thousands of discrimination complaints. In 2015, the commission filed over 230 cases and closed 322 cases of discrimination complaints for the people in the state.

Civil rights were not easily achieved. Thousands of people rallied and marched, many participated in hunger strikes and sit-ins across the country for the national Civil Rights Act. Meanwhile, in Kentucky,

hundreds of people, white, black and of other races, demonstrated and were arrested before the law was enacted so that the Kentucky Commission on Human Rights could perform the function of enforcing this law that prohibits discrimination.

When it was passed, the Kentucky Civil Rights Act protected people from discrimination based on race, color and religion in the areas of employment and public accommodations. Throughout the years, many amendments were passed to expand the protections of the law that mirrored the amendments being added to the national Civil Rights Act.

Today, the Kentucky Civil Rights Act makes it unlawful to discriminate against people in the areas of employment, financial transactions, housing and public accommodations. Discrimination is prohibited in the aforementioned 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 complaining of discrimination or serving as a witness in a case to the commission.

The 21st century has brought with it a new spirit of competition and urgency. The destiny of America and Kentucky depend on bringing out the best in all people. It is more important than ever to move our people forward and into a new day of hope where discrimination is an old, outdated concept, and where equal opportunity and diversity are appreciated and enjoyed.

The Kentucky Commission on Human Rights appreciates all people who work hard to live and practice the principles of democracy, freedom and equality. We recognize and celebrate the 50th anniversary of the Kentucky Civil Rights Act and ask everyone to renew and continue to carry out the commitment to continually promote liberty, justice and equality for all in this state.

Dr. Martin Luther King Jr. Holiday events in the region

Ashland

Annual Dr. Martin Luther King Jr. March, Service and Lunch, 10 a.m. (EST), Monday, Jan. 18, St. James AME Church, 333 MLK Jr. Blvd., Ashland, KY 41101. The keynote speaker is Dr. Roger Cleveland of Eastern Kentucky University. Then, at 12 Noon on Jan. 18, will be the Dr. King Memorial Lunch in Ashland, at First Presbyterian Church, 1600

Kentucky Commission on Human Rights

John J. Johnson, Executive Director

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Kentucky Commission on Human Rights Newsletter

Victoria Stephens, editor

Winchester Avenue, in Ashland, KY 41101. Call Carol Jackson of the Ashland Human Rights Commission at 606.923.9544 for information.



Above, on March 5, 1964, Dr. Martin Luther King Jr. spoke to a crowd of more than 10,000 people in front of the Kentucky State Capitol to push for the end of legal segregation of African Americans.

Berea

The Martin Luther King Day Celebrations by Berea College are on Monday, Jan. 18. First is the Dr. Martin Luther King Jr. Black Music Ensemble. It will be at Union Church in Berea, KY at 10 a.m. (EST). Then at 10:30 a.m. is the Dr. Martin Luther King Jr. March at Berea College. At 11 a.m. is the performance of the Fannie Lou Hamer Story, a one-woman play performed by Mzuri Moyo Aimbaye. At 3 p.m. is the convocation at the Phelps-Stokes Auditorium with Lateefah Simon – Changing the Future. Call Dr. Alicestyne Turley at 859.985.3783 for information.

Bowling Green

Dr. Martin Luther King Jr. Celebration, 4 p.m. (CST) Saturday, Jan. 16, featuring the choirs, art, essays and dramatic readings of Warren County Public School Students, sponsored by the Equity Council of Warren County Public Schools. The event is at Warren Central High School, 559 Morgantown Road, Bowling Green, KY 42101.

Dr. Martin Luther King Jr. Day Educational Youth Event and Adult Forum, 4 p.m.-6:30 p.m. (CST), Sunday, Jan. 17, Bowling Green Boys and Girls Club, 260 Scott Way,

Bowling Green, KY 42101. The Adult Forum is also on Jan. 17 at the Mt. Zion Baptist Church, 175 Graham Drive, across from Boys and Girls Club.

Dr. Martin Luther King Jr. Day Memorial Breakfast, 7:30 a.m. (CST), Monday, Jan. 18, Parker-Bennett-Curry Elementary School, 165 Webb Drive, Bowling Green, KY 42101. The guest speaker is Pierre Quinn, Cottage Chapel Seventh-Day Adventist Church, Tickets are \$12.

The Dr. Martin Luther King Jr. March is at 10 a.m. (CST), Monday, Jan. 18, Warren County Courthouse, 1001 Center Street, Bowling Green, KY 42101 to State Street Baptist Church, 340 State Street, in Bowling Green, KY 42101. The MLK Jr. Main Program is at 11 a.m. Monday, Jan. 18, State Street Baptist Church, 340 State Street, Bowling Green, KY 42101. The guest speaker is Lorenzo Pierson, founder and CEO of Youth Empowerment Solutions. The Warren County Board of Education Essay and Arts contest winners will be announced during the program. Call 270.782.7900 or 270.843.6071 for information.

An Exhibit on South African President Nelson Mandela Reminder of South Africa, The Nancy Baird Collection Through Jan. 31, Conscience of the Human Spirit, Kentucky Museum, Western Kentucky University, 1906 College Heights Blvd., Bowling Green, KY 42101. Call 270.745.0111 for information.

Covington

Dr. Martin Luther King Jr. Community Breakfast, 9 a.m. (EST), Saturday, Jan. 16, Church of Our Savior, 246 East 10th Street, Covington, KY 41011. Call 859.491.5872 for information.

Martin Luther King Jr. Annual Church Service, 7 p.m. (EST), Sunday, Jan. 17, Cathedral Basilica of the Assumption, MLK Jr. Blvd. at Madison Avenue, Covington, KY 41011. Call 859.491.5872 for information.

The Martin Luther King Jr. Day Gathering and March is at 5 p.m. (EST), Monday, Jan. 18, at the corners of 12th Street and MLK Jr. Blvd. at Jillian's Way, Covington KY, 41011. Call 859.866.2637 for information.

Northern Kentucky Interdenominational Ministerial Alliance Martin Luther King JR. Holiday Program, 6 p.m. (EST), Monday, Jan. 18, Life Learning Center, 20 West

Board of Commissioners

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Carol Jackson, Ashland . Sandra Moore, Ph.D., Richmond . Doris Clark Sarr Ph.D., Murray . Timothy W. Thomas, Madisonville

18th Street, Covington, KY 41011.
Call 859.866.2637 for information.

Cynthiana

Dr. Martin Luther King Day March and Program, 10 a.m. (EST), Monday, Jan. 18, St. James AME Church,

312 West Pleasant Street, Cynthiana, KY 41031. The keynote speaker is Rev. Nathan Moore of the First African Baptist Church of Lexington, KY. Call Rev. Kenneth Newby of Cynthiana-Harrison County NAACP at 859.707.1599 for information.

Danville

Dr. Martin Luther King Jr. Holiday Program, 6 p.m. (EST), Monday, Jan. 18, Norton Center for the Arts, 600 West Walnut Street, Centre College, Danville, KY 40422. The keynote speaker is Dr. Beverly Tatum, retired president of Spelman College of Atlanta, Georgia. Call 859.236.4692 for information.

Franklin

Dr. Martin Luther King Jr. 87 Birthday Celebration, sponsored by the African American Heritage Center in Franklin, KY, 3 p.m. (CST), Jan. 17, Franklin Community Church, 822 Blackjack Road, Franklin, KY 42134. Pastor Eric Walker is presiding. The guest speaker is Evangelist Nancy Uhls of the Elevated Missionary Baptist Church. There will be musical selections from the Franklin Community Church Praise Team. Call 615.319.6531 for information.

Georgetown

Dr. Martin Luther King Jr. Breakfast and Program, 9 a.m. (EST), Saturday, Jan. 16, First Presbyterian Church Conference Center, 319 West Main Street, Georgetown, KY 40324. Call 502.867.5568 for information.

Highland Heights

Dr. Martin Luther King Jr. Day of Service, 9 a.m. (EST) Saturday, Jan. 16, Student Union Room 107, Northern Kentucky University, Highland Heights, KY 41099, Call 859.572.6684 for information.

Dr. Martin Luther King Jr. Church Service sponsored by Transitions Christian Center, 11 a.m. (EST) Sunday, Jan. 17, Norse Commons Circle, Northern Kentucky University, Highland Heights, KY 41099. Call 859.572.6684 for information.

Lexington

Dr. Martin Luther King Jr. Unity Breakfast – Sold Out – 6:30 a.m. (EST), Monday, Jan. 18, Lexington Center – Heritage Hall West, 430 West Vine Street, Lexington, KY 40507. This event is chaired by Kentucky Human Rights Commissioner D. Anthony Everett.

Lexington-Fayette Urban County-University of Kentucky Dr. Martin Luther King Jr. Day Celebration is from 10 a.m. to 1 p.m. (EST), on Monday, on Jan. 18. The guest speaker is Danny Glover, actor and philanthropist. The program is at the Lexington Center-Heritage Hall West, 430 West Vine Street, Lexington, KY 40507. Call 859.233.4567 for information or email Gail.Hairston@uky.edu.

Dr. Martin Luther King Jr. Day of Service, 9 a.m.-3 p.m. (EST) Saturday, Jan. 16, University of Kentucky, Manchester Music Hall, 899 Manchester Street, Lexington, KY 40508. Call 270.791.1463 for information.

The Martin Luther King Jr. Movie Special is at 2:30 p.m., Monday, Jan. 18, "Nelson Mandela, a Long to Freedom." It is free at The Kentucky Theatre, East Main Street, Lexington, KY 40507.

Louisville

Keepers of the Dream Community Arts Celebration of Dr. King's Vision, Join The Kentucky Center's Arts Reach program, River City Drum Corp and Louisville Mayor Greg Fischer for "Keepers of the Dream, a Community Arts Celebration of Dr. King's Vision," 5 p.m. (EST), Sun., Jan. 17 (4:45 preshow); This event is free and open to the public, no tickets required; arrive early for pre-show by Louisville Leopard Percussionists and activities in the main lobby 4 to 4:45 p.m.; Whitney Hall at The Kentucky Center, 501 W. Main Street, Louisville, Ky. 40202; Following the celebration there will be a post-show celebration in the lobby featuring River City Drum Corps.

Louisville Section National Council of Negro Women Inc. Annual Dr. Martin Luther King, Jr. Breakfast Celebration, January 16, 9:30 a.m. (EST), Crowne Plaza Airport, 830 Phillips Lane, Louisville, KY Tickets: \$35 Donation, Keynote Speaker Rev. Sheila Edwards (pastor, Third Central United Christian Church) Email: ncnw09@gmail.com for information and reservations.

Arabic Salon (lecture and conversation in Arabic with no interpretation) by the Louisville Public Library, "What is your Race?"; Sat. Jan. 16, 1 p.m. (EST), Hisham Botan will lead a discussion of the social construct of race and the intersection between immigration, culture and America's system of racial classification, Bon Air Library, 2816 Del Rio Place, Louisville, Ky. Call 502.574.1795 for information.

Spanish Literary Salon (conducted entirely in Spanish) by the Louisville Public Library, "Towards a comprehensive understanding of alcohol consumption: An approach from the Perspective of Collective Health," Sat., Jan. 16, 12:30 p.m.

(EST), Bon Air Library, 2816 Del Rio Place, Louisville, Ky. Call 502.574.1795 for information.

The Dr. Martin Luther King Day of Service is from 9:30 a.m. to 4 p.m. (EST), Monday, Jan. 18, at the University of Louisville. Call Brittany Barnes at 502.852.3754 for information.

Madisonville

32nd Annual Hopkins County Dr. Martin Luther King Jr. Celebration 4 p.m. (CST), Saturday, Jan. 16,

Byrnes Auditorium, 750 Laffoon Street, Madisonville, KY 42431; The keynote speaker is Dr. Kevin Cosby, president of Simmons College in Louisville. There is also guest speaker Betty Daniels Rosemond, a Freedom Rider from the 1960s; Call Kentucky Human Rights Commissioner Timothy Thomas at 270.836.2281 for information.



Murray

Free showing of the HBO Film, "Boycott," 7 p.m. (EST), Monday, Jan. 18, about the 1955 Montgomery Bus Boycott that led to the prominence of Dr. Martin Luther King Jr. There will be a discussion of the film by co-screen writer, Herman D. Farrell III. The event will be at Briggs Theatre, College of Fine Arts, University of Kentucky, in Lexington, KY 40506.

The Martin Luther King Jr. Candlelight Vigil and March will be on Sunday, January 17, at 6 p.m. (CST), at the Pogue Library on the campus of Murray State University, in Murray, Ky.

Martin Luther King Jr. Holiday Breakfast & Day of Service, Monday, January 18, 8:30 a.m. (CST), at the Curris Center Ballroom on the campus of Murray State University, in Murray, Ky.

Newport

Northern Kentucky NAACP MLK Jr. Annual Luncheon, 11:30 a.m. (EST), Monday, Jan. 18, Newport Syndicate Event Center, 18 East Fifth Street, Newport, KY 41071. For ticket information, call 859.442.7476.

Paducah

Paducah-McCracken County NAACP Annual Dr. Martin Luther King, Jr. Luncheon, Mon., Jan. 18, Robert C. Cherry Civic Center at 11:30 a.m. (CST); Keynote speaker is Dr. Curtis Daniels. Tickets are \$20 to the public and \$5 for students and can be obtained by contacting J.W. Cleary at 270.519.5391 or can be purchased at the door. The Annual March to the Monument will begin at 10 a.m. (CST) from the Civic Center. The Paducah Alumnae Chapter of Delta Sigma Theta Sorority, Inc. is the officiating organization for the "Laying of the Wreath" Ceremony. The Paducah-McCracken will have a Weekend of Commitment, which includes events and activities from Friday, Jan. 15, through Mon., Jan 18. Call 270.443.5430 for details.

Cincinnati, Ohio

Dr. King Legacy Awards Breakfast, 8:00 a.m. (EST), Monday, Jan. 18, tickets are \$35, in the Grand Hall of the National Underground Railroad Freedom Center, 50 East Freedom Way, Cincinnati, Ohio 45202. The Martin Luther King Holiday March will be from Freedom Center to the Cincinnati Music Hall at 10:30 a.m. Monday, Jan. 18. Call 513.333.7500 for information.

Commission meets in January

The Kentucky Commission on Human Rights Board of Commissioners will meet to rule on discrimination complaints for the Commonwealth of Kentucky. The public is invited to this state government meeting. It will be held at 1 p.m. (EST), Tuesday, Jan. 26, at the Holiday Inn Express & Suites Hotel located at Holiday Inn Express Lexington Downtown at University of KY, 1000 Export Street, Lexington Ky. 40504. For questions, call the Kentucky Commission on Human Rights at 1.800.292.5566 and ask for Cynthia Fox.

Commission issues final order, rules Lexington housing provider in violation of Civil Rights Act

The Kentucky Commission on Human Rights issued a final order in August 2015 in the matter of Heidi Erickson v. Blue Acres Farm et al, in Lexington, Ky. The commission ruled that Blue Acres Farm LLC, William Meeks and Shelley Maxwell committed unlawful discrimination in violation of the Kentucky Civil Rights Act [Kentucky Revised Statutes Chapter 344].

Heidi Erickson had alleged to the commission that her landlords discriminated against her by denying a reasonable accommodation for a disability in the area of housing, and by intimidating, threatening and, or, interfering with her in the enjoyment of her civil rights as a housing tenant.

Erickson utilized a cane, a wheelchair and a battery-operated scooter for mobility and did so when she became a tenant at the respondent's property at 2695 Newman Road, Lexington, Ky., in Jessamine County. The commission ruled that the respondents denied Erickson a reasonable accommodation regarding services of the removal of trash for tenants.

The commission awarded Erickson damages for injuries, including embarrassment and humiliation in the amount of \$10,000, for which Shelley Maxwell, William Meeks and Blue Acres Farm LLC are jointly and severally liable. Maxwell was ordered to pay a civil penalty of \$3,000 to the Kentucky Commission on Human Rights. Meeks was ordered to pay a civil penalty of \$3,000 to the Kentucky Commission on Human Rights. Blue Acres Farm was ordered to pay a civil penalty of \$3,000 to the Kentucky Commission on Human Rights. Erickson was awarded a reasonable attorney's fee in the amount of \$12,688 to be paid to the Kentucky Commission on Human rights for legal representation by commission staff counsel based on \$175 per hour for 72.5 hours of legal work to be paid to her counsel, for which Maxwell, Meeks and Blue Acres Farm are jointly and severally liable. The order was signed on Aug. 20, 2015.

The case is currently under appeal for judicial review with circuit court.

Commission Rulings

The Kentucky Commission on Human Rights is the state government authority that enforces the Kentucky Civil Rights Act (Kentucky Revised Statutes Chapter 344), and, through its affiliations with the U.S. Equal Employment Opportunity Commission and the U.S. Dept. of Housing and Urban Development, enforces federal civil rights laws.

The Kentucky Civil Rights Act makes it unlawful to discriminate against people in the areas of employment, financial transactions, housing and public accommodations. Discrimination is prohibited in the aforementioned 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 complaining of discrimination to the commission.

The Kentucky Commission on Human Rights Board of Commissioners at its regular meetings in September, October and November 2015 ruled upon discrimination complaints for the people of the Commonwealth of Kentucky.

During the September, October and November 2015 meetings, the commission ruled to approve nine conciliation agreements. The board ruled to approve six case withdrawals that were resolved with private settlements after respondents were made aware complaints had been filed with the commission. The board accepted 15 case withdrawals giving complainants the right to file private suits and ruled to dismiss 57 complaints with findings of no probable cause to evidence discrimination may have occurred. The commission has thus far resolved six cases during the fiscal year, which began on July 1, 2015, through mediation with private agreements. Mediations are legally private sessions held face-to-face between complainants and respondents and led by a commission attorney.

Conciliation agreements are similar to settlements and are negotiated by commission officials during the course of investigation of charges of alleged discrimination. The following are conciliations agreements ruled upon and accepted during the aforementioned meetings:

Jennifer Green v. MNM LLC and Mark Fuqua in Bowling Green, Ky.: Jennifer Green alleged to the commission in October 2014 that the respondents discriminated against her because of her daughter's race (biracial) in the area of housing. This would be a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. Green claim MNM and Mark Fuqua offered her different terms than they offered all-white families upon taking ownership of the rental properties. Before the commission issued a determination of probable cause, which states there is evidence to believe discrimination may have occurred, the parties chose to resolve the matter with a conciliation agreement. The respondents denied any violations of the law. They compensated Green in the amount of \$3,000, agreed to undergo fair housing law compliance training, and submit to compliance monitoring by the commission for three years. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Alberto Santiago v. New Directions Housing Corporation doing business as St. Williams Apartments in Louisville, Ky.: Alberto Santiago alleged to the commission in October 2014 that the respondents discriminated against him based on his race and national origin (black and Hispanic) and on the basis of disability in the area of housing. He claimed that St. Williams Apts. refused to permit him to install a wheel chair ramp to and from his apartment as a reasonable modification for a disability. He claimed that part of his discrimination occurred because he was dating someone of a race different than his own. The respondent denied any violation of the law. Before the commission issued a probable cause determination, the parties chose to resolve the matter with a conciliation agreement. The respondents compensated Santiago in the amount of \$7,000, and agreed to undergo housing law compliance training and submit to compliance monitoring by the commission for three years. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Lexington Fair Housing Council Inc. v. The Ascent at Roebling's Bridge LLC and Sotheby's International Realty in Covington, Ky.: The complainant alleged to the commission that the respondents discriminated based on familial status in the area of housing by placing internet advertisements that asked for owners who did not have children in the household. This would be a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. The respondents denied any violation of the law. They asserted there are persons under the age of 18 years old living on site as well as a family that is expecting its first child and persons who have their children and grandchildren visit for extended periods of time. Prior to a determination, the parties chose to resolve the matter with a conciliation agreement. The respondents agreed to make a donation of \$10,000 to a children's charity, to revise their advertisements appropriately, to commit no wrongdoing, to undergo compliance training and submit to compliance monitoring by the commission. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Karen Clem v. LJH Properties LLC and Kathy Nall in Pikeville, Ky.: Karen Clem complained to the commission in July 2015 that the respondents discriminated against her based on her familial status in the area of housing. This would be a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. She claimed the respondent refused to rent her an apartment because her infant son may disturb the neighbors. The respondents denied any violation of the law. Before the commission issued a formal charge of discrimination, the parties chose to resolve the matter with a conciliation agreement. The respondents agreed to compensate Clem in the amount of \$3,160. They said they are in the process of ceasing rental businesses, however, if they continue they will be required per the agreement to undergo compliance training and monitoring by the commission. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Timothy Owens v. University of Louisville Hospital in Louisville, Ky.: Timothy Owens complained to the commission in December 2013 that the University of Louisville Hospital discriminated against him based on disability in the area of public accommodations. This would be a violation of the Kentucky and U.S. Civil Rights acts. He claimed the respondent failed or refused to provide him with auxiliary aids or services (sign language interpreters) during appointments with, and admission to, the hospital, and denied him therefore of full enjoyment of the respondent's services. The respondent denied any violation of the law. In May 2015, the commission issued a finding of probable cause to believe discrimination may have occurred. Prior to the matter proceeding to a final hearing, the parties chose to resolve the matter with a conciliation agreement. The respondent compensated Owens in the amount of \$3,000, agreed to seek feedback from deaf patients through surveys on the effectiveness of communication services they received from the hospital for a period of two years, hold community outreach meetings at least twice in the future 12 months that will be advertised to deaf patients, provide training to employees on providing reasonable accommodations to patients with hearing impairments and submit to compliance monitoring by the commission for two years. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Lexington Fair Housing Council Inc. v. Victor and Rachel Cordle in Raceland, Ky.: In August 2015, the Lexington Fair Housing Council complained to the commission, alleging that Victor and Rachel Cordle, owners of a rental property at 58 Racetrack Hill in Raceland, Ky., discriminated against individuals with disabilities in the area of housing. This would be a violation of the Kentucky Civil Rights Act (KRS Chapter 344) and the U.S. Fair Housing Act. The Lexington Fair Housing Council claimed it conducted an investigation that revealed the property owners refused to rent to individuals with emotional support animals. The Cordles denied any violation of the law and asserted it would not charge a person with a disability a pet fee for an emotional support animal. Before the commission's own investigation resulted in a determination, the parties chose to resolve the complaint with a conciliation agreement. The respondents agreed to compensate the Lexington Fair Housing Council in the amount of \$250. They agreed to revise their lease contracts to include a fair housing statement. They agreed to undergo fair housing law compliance training and submit to commission compliance monitoring. The Lexington Fair Housing Council is a fair housing organization

that operates to promote equal housing opportunities in Kentucky. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Karen Millsap v. Dr. Gordon Guthrie in Lexington, Ky.: In May 2015, Karen Millsap complained to the commission that Dr. Gordon Guthrie discriminated against her based on disability in the area of public accommodations. This would be a violation of the Kentucky and U.S. Civil Rights acts. Millsap claimed that after making a medical appointment with Guthrie's office, she later called to confirm that an American Sign Language Interpreter would be present for her appointment and was told one would not be provided and that she should find another doctor. Guthrie denied any allegations of violation of the law. The commission issued a probable cause determination, indicating there was evidence to believe that discrimination may have occurred. Prior to the matter proceeding to a final hearing, the parties chose to resolve the complaint with a conciliation agreement. The respondent affirmed that he does and shall comply with civil rights law. He agreed to provide auxiliary aids and services where necessary to ensure effective communication unless an undue burden or a fundamental alteration would result. He agreed to adopt a written policy explaining his office shall provide such aids and services, including qualified interpreters. He agreed to compensate Millsap in the amount of \$6,000. He agreed to submit to commission compliance monitoring for one year. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Pamela James v. Licking Riverview Inc. in West Liberty, Ky.: In April 2015, Pamela James complained to the commission that Licking Riverview located at 328 Oscar Ln., in West Liberty, discriminated against her based on disability in the area of housing. This would be a violation of the Kentucky Civil Rights Act (KRS Chapter 344) and the U.S. Fair Housing Act. James claimed the landlord refused to permit her to keep an emotional support animal in her apartment as a reasonable accommodation for a disability. She claimed she was told there was a 'no pets' policy. She claimed that after she made the request for a support

animal, the respondent engaged in harassing behavior in retaliation against James for making the reasonable accommodation request. Riverview denied all allegations of violation of the law. Prior to the commission's issuance of a determination of probable cause, which would indicate there is evidence to believe discrimination may have occurred, the parties chose to resolve the matter with a conciliation agreement. The respondent compensated James in the amount of \$4,000, affirmed that it does and shall comply with civil rights law, agreed to undergo fair housing law compliance training, and agreed to submit to commission compliance monitoring for three years. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

Corrine Penrod v. Maverick Group LLC doing business as Glen Royal Apartments in Fort Thomas, Ky.:

In October 2014, Corrine Penrod complained to the commission that Glen Royal Apartments located at 200 Water Works Rd., in Fort Thomas, discriminated against her based on familial status (or, family status) in the area of housing. This would be a violation of the Kentucky Civil Rights Act (KRS Chapter 344) and the U.S. Fair Housing Act. She claimed that Glen Royal Apartments refused to rent her a single bedroom apartment, for which she was otherwise qualified, because of her pregnancy. The respondent denied all allegations of violation of the law. Before the commission issued a determination of probable cause indicating there was

evidence to believe discrimination may have occurred, the parties chose to resolve the matter with a conciliation agreement. Glen Royal agreed to compensate Penrod in the amount of \$4,000. It affirmed that it does and shall comply with civil rights law. The respondent also agreed to undergo fair housing training and submit to compliance monitoring by the commission for two years. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

2015 Annual Report available

The Kentucky Commission on Human Rights recently released its 2015 annual report covering the period of July 1, 2014, to June 30, 2015.

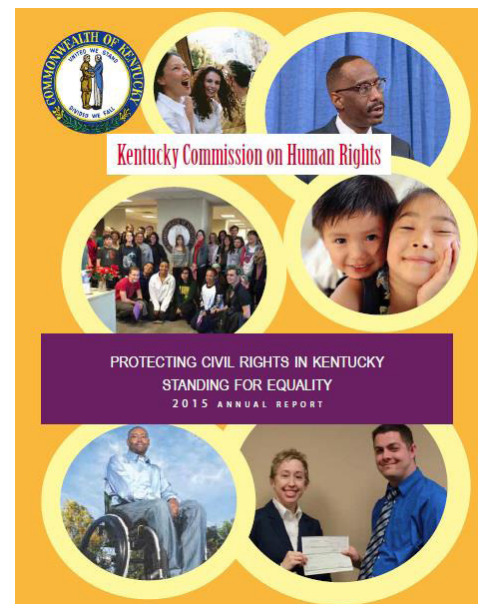
During the reporting period, the commission filed 235 discrimination complaints for the people of the Commonwealth and closed 322 cases. The number of new complaints based on race was higher than any other basis. As in the past, there were more complaints filed in the area of employment than in the areas of housing, public accommodations or financial transactions.

Thousands of people were reached through leadership, partnership,

education, and outreach. The commission held a number of programs designed to share information about the rights to equality and the destruction wrought by discrimination.

Kentucky battles discrimination that is pervasive and damages the fabric of the commonwealth. The

Kentucky Commission on Human Rights works to eradicate discrimination through enforcement, education, and raising public awareness.



See the 2015 annual report online at www.kchr.ky.gov

This year, the commission helped complainants receive approximately \$244,760 in compensation plus an unknown amount of compensation negotiated in private settlements. Complainants also received non-monetary terms in their agreements and settlements.

The parties chose to mediate their cases in 18 complaints. The agency successfully mediated 16 of these. The remaining complaints were assigned to undergo investigation. The mediation settlement amounts

totaled \$98,240. There were other settlement terms, among which were job and policy changes, training, salary increases, uncontested unemployment, apology and promise not to discriminate, removal of disciplinary "write ups," and transfer to day shift.

Forty-two complaint withdrawals resulting in private settlements were achieved once all parties were informed a complaint investigation was underway or during the course of investigation. Complainants were then able to negotiate private settlements with their respondents. Parties preferred to privately settle the complaints rather than undergo the completion of a commission investigation and a possible ruling. As these are private, it is, of course, unknown to the commission or the public the dollar amounts that may have been part of the terms of these 43 settlements.

The commission negotiated a total of 28 conciliation agreements between complainants and respondents, most all of which resulted in monetary compensation for the complainants. Related respondents agreed to comply with the laws against discrimination, change policies to bring them into law compliance, undergo compliance training, and undergo compliance monitoring, which the commission undertakes.

The commission held one quasi-judicial hearing in 2015, which was still to be ruled upon by the board of commissioners at the end of the reporting year on June 30, 2015. This small number was due to the rate of success in resolving complaints with staff-negotiated conciliation agreements in 10 cases where the commission found that probable cause existed to believe discrimination may have occurred. The total compensation through these probable cause conciliations was \$128,700. When the agency determines that probable cause exists, the opposing parties may choose to either settle the case with such agreements or pursue further litigation, which can ultimately end with a hearing and final ruling by the commission board. The agency negotiated 18 conciliation agreements while the complaints were still in the investigative phase, resulting in a total of \$17,819 for complainants.

To see the online report, visit the commission website at www.kchr.ky.gov.

10th Annual Kentucky Hispanic, immigrant and refugee Networking Summit

On October 8, 2015, the Kentucky Commission on Human Rights (KCHR) hosted its 10th Annual Kentucky Hispanic, Immigrant and Refugee Networking Summit at the Shelby County Extension Office, 1117 Shelbyville, Kentucky.

Since 2005, KCHR has been hosting this statewide networking summit every year to celebrate National Hispanic Heritage Month (September 15 to October 15). We use this opportunity to foster mutual understanding and increase communication and collaboration between the federal, state, local government, and educational institutions and the immigrant and refugee communities. Attendees for this summit included directors of immigrant and refugee organizations, representatives from Hispanic media outlets, immigrant educators and entrepreneurs from across Kentucky.

Speakers for this summit included directors from Latino/Community centers, Hispanic educators and entrepreneurs, Kentucky refugee agencies, members of the Hispanic media in Kentucky. We had Mr. Edgardo Mansilla, Executive Director of the Americana Community Center, Colin Triplett from Catholic Charities of Louisville, Mrs. Karina Barillas, director of La Casita Center, Ms. Maria Claunch, director Centro Latino in Danville, Mr. Albert Mbanfu, Executive Director of the International Center in Bowling Green, Ms. Leyda Becker, Intl. Communities Liaison of the Intl. Office-City of Bowling Green, and Mr. Bryan Warren, Director of the Office for Globalization of the City of Louisville. We also had Dr. Raymond Burse, President Kentucky State University, Dr. Jimmy Henning, Associate Dean and Director UK Cooperative Extension- University of Kentucky, Ms. Kathy Peters, Executive Director Kentucky Housing Corporation and Mr. Ron Crouch, Director Research and Statistics, Kentucky Education & Workforce Development Cabinet. From the federal government agencies we had Ms. Deborah Knight, Senior Management Analyst, U. S. Dept. of Housing & Urban Development, Mr. Christopher Binda, Assistant District Director of the U. S. Dept. of Labor, Wage & Hour, Ms. Michelle Witt, State Civil Rights Manager of the U.S. Department of Agriculture and Mr. Michael

Ashcraft, Senior Area Manager of U.S. Small Business Administration.

We had over 120 individuals with great knowledge of the growing immigrant and refugee populations in Kentucky. Attendees had the opportunity to network.

This summit was cosponsored by Lexington Fair Housing Council, UK Cooperative Extension Office, Kentucky State University and the US Department of Agriculture.

Lt. Governor is first elected African American statewide official

The Commonwealth of Kentucky has elected its first African American statewide elected official, the Honorable Lt. Gov. Jenean Hampton. She is the second African American woman to be elected Lieutenant Governor in the United States.

She is the 57th lieutenant governor of Kentucky since December 8, 2015, after having won office as Republican gubernatorial nominee and now Gov. Matt Bevin's running-mate, in the 2015 gubernatorial election. She is the first African American to hold any statewide office in Kentucky history.

According to internet campaign information, Lt. Gov. Hampton earned her Industrial Engineering degree from Wayne State University in 1985, and soon afterwards, she joined the Air Force and served

seven years as a computer systems officer, eventually attaining the rank of Captain. During her military service Hampton was stationed in San Antonio, Texas, and Oklahoma City, Okla., and was deployed to Operation Desert Storm in Saudi Arabia. While stationed in Riyadh, Saudi Arabia, Capt. Hampton was responsible for critical radar software used in both search and rescue missions and tracking enemy planes. After serving in the Air Force, she spent nineteen years working in the corrugated packaging industry, starting as a crew supervisor on the production floor, working her way up to quality and sales, and finally reaching the position of plant manager. At the same time, she earned her MBA at the University of Rochester, with concentrations in marketing, entrepreneurship and electronic commerce."



Her first election for political office was in 2014, when she was unsuccessful as the Republican candidate of the 20th District of Kentucky for the state House of Representatives.

Before the election, she was a resident of Bowling Green, Ky. She is married to Dr. Doyle Isaak, a retired U.S. Air Force officer. They have been married for approximately 14 years.

On Jan. 27, at the University of Kentucky Law School, Lt. Gov. Hampton will give remarks at the Legal Symposium to honor the 50th Anniversary of the Kentucky Civil Rights Act. The event is produced by the Kentucky Commission on Human Rights in conjunction with the University of Kentucky.

KCHR employee Fox recognized for charity work, commission also honored

Kentucky Employees Charitable Campaign leadership hosted the annual finale ceremony in November 2015 to recognize campaign coordinators and volunteers supporting the year's statewide charity effort among Kentucky state government employees. One of those honored was the Kentucky Commission on Human Rights Executive Staff Advisor Cynthia Fox.



She coordinated the commission's charity fund-raising efforts and helped the commission exceed its goal of contributions made to government-supported charities

by employees. The Kentucky Commission on Human Rights was among the agencies honored for reaching its goals. The 2015 KECC Chair and Secretary of the Public Protection Cabinet Ambrose Wilson IV praised Kentucky employees for making commitments to contribute over \$1.1 million in donations for programs and services that will aid Kentuckians in need of assistance.

McWilliams awarded for 20 years with commission

Kentucky Commission on Human Rights Attorney Alteata McWilliams was recently honored by the Board of Commissioners for 20 years of service.



Since 2007, she heads the Mediation Unit for the agency. She leads face-to-face negotiations between complainants and respondents in order to help them resolve their discrimination complaints.

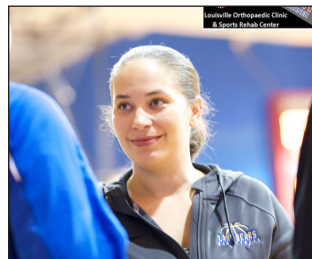
KCHR employee honored for 10 years of service at commission and in Louisville women's sports for coaching

Erin Spalding was recently formally recognized by the Kentucky Commission on Human Rights Board of Commissioners for her 10 years of service to the state

government agency that enforces the Kentucky Civil Rights Act. She is an enforcement officer. Below she is pictured holding her service award and standing with Commission Board Chair George Stinson.



In its January 8 online edition, Louisville Women's Sports featured Kentucky Commission on Human Rights staff member Erin Spalding in its "Coach's Corner" interview. She is head girls basketball coach at The J. Graham Brown School in Louisville.



When asked the philosophy she lives by, Spalding said: "Work hard; commit; love and respect yourself; never stop learning; and be the best you can be. Nothing in life is handed to you and nothing is free. You have to put in the work to see the results. Commit to whatever it is that you decide to do. Commit to your education, your career, your family, etc. Love and respect yourself because if you don't, no one will. Knowledge is power, never stop learning. And always strive to be the best person you can be. People will not remember you for the number of wins you have, but they will remember you by the character you displayed."

Black History Month celebration at the capitol

The Kentucky Black Legislative Caucus cordially invites you to the 2016 Kentucky Black Legislative Caucus Black History Celebration, Wed., Feb. 0, at 11 :30 a.m. (EST) at the Kentucky State Capitol Rotunda, in Frankfort, Ky. The event is free and open to the public. For more information, contact: priscilla.johnson@lrc.ky.gov.

Three commissioner reappointments to KY Human Rights

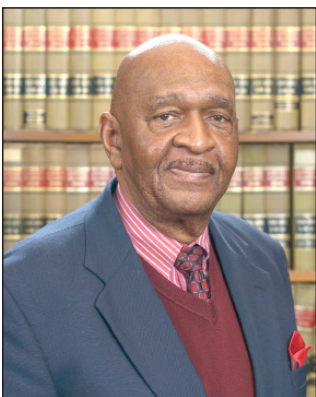
Three commissioners were reappointed to the Kentucky Human Rights Board of Commissioners in September 2015, Commissioner Charles Duane Bonifer, Commissioner Richard E. Brown, and Commissioner Danny A. Everett.

"The Kentucky Commission on Human Rights is proud of the commitment and dedication to equality demonstrated by commissioners Bonifer, Brown and Everett," said John J. Johnson, executive director of the commission. "We are delighted that we will continue to benefit by their great contributions to the board and on behalf of the people of Kentucky," Johnson said.



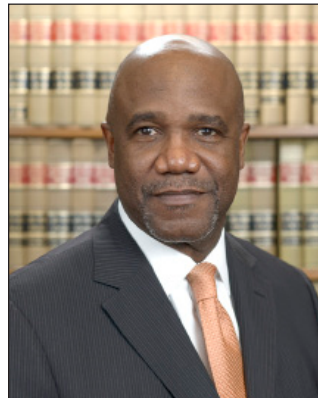
Commissioner Charles Duane Bonifer of Greensburg, Ky., represents the 3rd Kentucky Supreme Court District on the Kentucky Human Rights Board of Commissioners. He is the director of Public Relations of Lindsey Wilson College in Columbia, Ky. Of his reappointment, Commissioner Bonifer said:

"It's an honor to be reappointed to the Kentucky Commission on Human Rights, one of our commonwealth's more vital state agencies. Kentucky can only achieve greatness if all of its citizens' rights are protected, and the Kentucky Commission on Human Rights stands at the forefront of safeguarding our citizens' liberties, rights and freedom." His term will expire on Sept. 12, 2018.



Commissioner Richard E. Brown of Owensboro, Ky., represents the 2nd Kentucky Supreme Court District on the Kentucky Human Rights Board of Commissioners. He has been a longtime activist for civil and human rights in Owensboro since the early 1960s. He has been a local and statewide leader of the NAACP (National Association

for the Advancement of Colored People). He is an inductee of the Kentucky Civil Rights Hall of Fame. Of his reappointment, Commissioner Brown said: "I am deeply honored that the Governor Beshear has reappointed me to serve on the Kentucky Commission on Human Rights Board of Commissioners. The Kentucky Commission on Human Rights helps to ensure that people receive equal treatment and equal opportunity under the law. This is essential to the quality of life for everyone in our state. Being part of such a mission is a great privilege, and I appreciate the work of Executive Director John Johnson and his excellent staff." Commissioner Brown's term will expire on Sept. 12, 2018.



Commissioner Danny Anthony Everett, of Lexington, Ky., represents the state at large on the Kentucky Human Rights Board of Commissioners. He is an adjunct lecturer of Religious Studies at Spalding University in Louisville, Ky., and is the pastor of Wesley United Methodist Church in Lexington. Of his

reappointment, Commissioner Everett said: "I am elated and grateful that Governor Beshear has reappointed me to the Board of Commissioners for the Kentucky Commission on Human Rights. The commission's mission to eradicate discrimination in the commonwealth through enforcement of the Kentucky Civil Rights Act is being realized by the fine work of our very capable executive director, Mr. John Johnson, and his excellent staff. I am honored to be part of a state government agency whose safeguarding of individuals in protective classes from discrimination makes everyday life better for all Kentuckians." Commissioner Everett's term will expire on Sept. 12, 2018.

Disability Awareness month

October was Disability Awareness month and 2015 marked a quarter-century since the U.S. passed the Americans with Disabilities Act of 1990 (ADA). The ADA officially outlawed discrimination against disabled persons in employment, transportation, communication, public accommodation and access to public facilities and services.

Passage of the ADA was only achieved by the actions of dedicated advocates. On March 12, 1990, while the legislation was being debated in Congress, activists engaged in a protest that has since become known as the "Capitol Crawl Protest."

Hundreds of persons with disabilities left their wheelchairs and got down on their hands and knees to crawl up the 83 steps toward the capitol building West Entrance. One of those was 8 year-old Jennifer Keelan, who had cerebral palsy. As she struggled from step to step, she said, "I'll take all night if I have to."



Jennifer Keelan, left of center, along with others, making her way to the top of the U.S. Capitol steps on March 12, 1990 to urge a disability act.

Today, the ADA and the Kentucky Civil Rights Act protect disabled persons in Kentucky from discrimination in housing, employment, and public accommodations.

In housing, a person with a disability may request a landlord to allow a reasonable accommodation to its rules, policies, practices or services, when such accommodation may be necessary to afford him or her equal opportunity to use and enjoy a dwelling. For example, a disabled tenant should be permitted to have a service or support animal even though the landlord has a no-pets policy. In addition, a landlord may be required to permit a disabled tenant, usually at the tenant's expense, to install a ramp for ingress and egress to his or her apartment as a reasonable modification of the existing premises which may be necessary to afford such person the full enjoyment of the premises.

In employment, a person with a disability who is otherwise able to perform the essential functions of the job, has the right to request the employer to provide a reasonable accommodation that would allow him or her to work. The requested accommodation must be granted unless the request imposes an undue hardship on the employer.

In public accommodations, like stores and restaurants, people with disabilities are required to have equal access, and must be permitted to be accompanied by trained service animals. Theatres may be required to provide closed caption and other audio/visual aids to ensure

equal access and enjoyment to movies by persons with disabilities. These laws are as critical as ever. The U.S. Census Bureau American Community Survey reports that 717,889 Kentuckians had a disability in 2013.

"The Kentucky Commission on Human Rights rigorously investigates disability discrimination complaints," said commission Executive Director John J. Johnson, "and, we are committed to providing critical education and raising public awareness about the rights to equal access and equal opportunity under the law," he said.

KY Human Rights Commission urges public to amend constitution to automatically restore voting rights

The Kentucky Commission on Human Rights among many other organizations and individuals strongly believes that the right to vote is an important aspect of reintegrating people with former felony convictions back into society after their sentences have been served. The commission respectfully asks the Kentucky General Assembly this session to place the matter before the public in a general election. Since the withholding of the automatic restoration of the right to vote was stipulated in the state constitution, a public vote is deemed necessary to amend and change the process.

Currently, people with former felony convictions must apply for the right to vote to the governor, undergo a written process, and wait for a decision. In all but four states in the United States, the right to vote is automatically restored to such individuals after their sentences have ended.

According to the Brennan Center for Justice, it is estimated that more than 180,000 Kentuckians who have already completed their sentences remain unable to vote. Research also indicates that former felons who vote are less likely to re-offend and return to prison.

The commission believes that the right to vote is a human right and that the disproportionate numbers of former felons unable to vote are members of minority races within the state. This is discouraging to minorities who want representation in the election of their public servants.

28 African American Legislators listed in state history

The Kentucky State Senate of 2016 marks the first session in state history during which there have been two African American senators serving simultaneously. They are Senator Gerald Neal and Senator Reginald Thomas. The Kentucky House of Representatives has six black members. They are Representatives Arnold Simpson, Reginald Meeks, Derrick Graham, Darryl Owens, George Brown Jr., and Jim Glenn. According to the Kentucky Legislature, there have been 28 African American legislators in the Kentucky General Assembly since 1900. They are:

Representative Charles W. Anderson, Jr. (1936-1947);
Representative Dennis Henderson (1948-1949);
Representative Jesse H. Lawrence (1950-1953);
Representative Felix S. Anderson (1954-1958);
Representative William H. Childress (1960-1961);
Representative Amelia H. Tucker (1962-1963);
Representative J.E. Smith (1964-1965);
Representative Arthur L. Johnson, Jr. (1964-1965);
Representative Jesse P. Warders (1966-1967);
Representative Mae Street Kidd (1968-1985);
Representative E. Hughes McGill (1968-1971);
Senator Georgia M. Powers (1968-1989);
Representative Charlotte S. McGill (1971-1977);
Representative Carl R. Hines, Sr. (1978-1987);
Representative Aubrey Williams (1979-1985);
Representative E. Porter Hatcher, Jr. (1988-1999);
Representative Leonard W. Gray (1990-1995);
Senator Gerald A. Neal (1989-Present Day);
Representative Jesse Crenshaw (1993-2015);
Representative Arnold Simpson (1994-Present Day);
Representative Eleanor Jordan (1996-2000);
Representative Paul Bather (2000-2004);
Representative Reginald Meeks (2001-Present Day);
Representative Derrick Graham (2003-Present Day);
Representative Darryl T. Owens (2005-Present Day);
Representative George Brown Jr. (2015-Present Day);
Representative Jim Glenn (2005-Present Day);
and, Senator Reginald Thomas (2014-Present Day).

KCHR denounces recent KKK activity

by John J. Johnson, executive director

On Dec. 7, 2015, the commission learned that people in Campbellsville (Taylor County), Columbia (Adair County) and parts of Green County found on their properties hateful and menacing literature claiming to be written by the KKK. News media reported on Dec. 21 that such literature was distributed in Benton, Ky., in Marshall County.

The commission urges the public to join in strong opposition to these activities carried out by unidentified persons claiming to be affiliated with the Ku Klux Klan.

Perpetrators of hate do no less than attack the stability and security of the state and nation. Kentuckians should stand together against such behavior. The hateful dogmas and suggestions to segregate contained in the materials were attempts to stir up disruption and community unrest. They are in direct opposition to the principles of freedom and equality upon which the nation stands.

Kentucky's own official motto is, "United, we stand; divided, we fall." Many Kentuckians and other Americans have worked and sacrificed, giving their last measure of devotion, to the cause of bringing society together along racial, religious and ethnic lines.

The KKK is a bad actor. Its various groups have caused bloodshed and sought systematic oppression. Their efforts to spew the venom of division and bigotry have left a stain upon painful chapters of history.

Whether expressed anonymously by a group such as the KKK or for the record by persons in the public sector, such words and ideas have been rejected before by America.

Among others, Campbellsville University and Lindsey Wilson College have been beacons of light in the region. They continue to lead an effort toward a world where liberty and equality are not reserved for some but extended to all. The leadership of these institutions has sought to level the playing field for students of all backgrounds and to bridge social and racial divides in society at large. The commission supports them in this important task. The commission denounces the literature that was distributed within Kentucky's borders, and all that the literature represents. Hateful words too often lead to hateful deeds.

We commend the citizens of Taylor, Adair, Green and Marshall counties and adjoining areas as they oppose the distribution of KKK recruitment literature. We urge all citizens of the commonwealth to join them in helping overcome such harmful groups.

Law Symposium

Wednesday, January 27, 2016

**Location: University of Kentucky College of Law
620 South Limestone, Lexington, KY 40508**

In Commemoration of The 50th Anniversary of the Kentucky Civil Rights Act

**By The Kentucky Commission on Human Rights and
The University of Kentucky College of Law**

Ky. Lt. Gov. Jenean Hampton, Ky. Supreme Court Chief Justice John Minton, Jr., Ky. Attorney General Andy Beshear, and Kentucky Bar Association President Douglass Farnsley, will be among several special guests. The keynote speaker will be the Honorable Patricia Timmons-Goodson, vice chair of the U.S. Commission on Civil Rights. There will be an interesting series of discussion panels and speakers.

Cost - Free

Registration - 8 a.m.

Symposium - 8:30 a.m. to 4:30 p.m.

(Lunch on your own)

**Location - University of Kentucky College of Law
620 South Limestone Road
Law School Courtroom
Lexington, Kentucky 40508**

**Visit this link for more information about the agenda,
parking, and to register online:
<http://law.uky.edu/CivilRightsSymp>**

**Or, RSVP to Kentucky Commission on Human Rights
Attention: Mary Ann Taylor- 502.566.9961 or by emailing
her at maryann.taylor@ky.gov**



The Honorable Patricia
Timmons-Goodson,
Keynote Speaker