

Commitment in Action

Kentucky Commission on Human Rights

2011 ANNUAL REPORT



Contents

GREETINGS	3
HUMAN RIGHTS COMMISSIONERS	4
ENFORCEMENT	5-16
EDUCATION AND OUTREACH SHOWCASE	17-20
COMMUNICATIONS.21
LOCAL HUMAN RIGHTS COMMISSIONS	22-23
COMMISSION PARTNERS	24-25
THE COMMISSION STAFF26

Greetings

Dear Governor Steven Beshear, Kentucky General Assembly, and People of Kentucky:

The Kentucky Commission on Human Rights is pleased to submit its annual report for 2011. It covers the commission's activities during the state fiscal reporting period of July 1, 2010, to June 30, 2011. The commission's services are vital, and the agency works with dedication to enforce the laws against discrimination. It assists the public in addressing inequities suffered by members of our society as a result of the lingering effects of past and present discrimination.

I daily review the state of equality in Kentucky through the media, written materials, first-hand experiences, and legal cases of alleged discrimination that are processed in the offices of the Kentucky Commission on Human Rights. The Commonwealth has made much progress with regard to civil rights.

However, we have an educational achievement gap in Kentucky with minority and disabled children learning at much lower rates than their white counterparts. We have employment and wealth gaps with African Americans, Hispanics, and other minorities who are unemployed at a rate much higher than white people, and there are 41 percent of African Americans living in poverty in Kentucky. Additionally, the Bluegrass State has a very low number of both minority-owned businesses and minority elected officials. Citizens in our state of other national origins are working hard to integrate and be accepted as contributory members of our society. People whose civil rights are not covered by the Kentucky Civil Rights Act are asking for protection and are suffering abuse, even physical abuse.

The Kentucky Commission on Human Rights will continue to protect individuals from discrimination by enforcing the law. The agency is working to end civil rights injustices and working toward the day that all Kentuckians may live safely and freely together in the true spirit of equality and mutual respect.



Sincerely,

John J. Johnson
John J. Johnson
Executive Director

This has been a rewarding year for the Kentucky Commission on Human Rights. The Board of Commissioners is proud of the agency's determination. In the face of ongoing state budget restrictions, it continues the vital enforcement of the Kentucky Civil Rights Act and the public awareness initiatives necessary to help end discrimination.

Over the last few years, budget cuts have resulted in a 30 percent staff reduction from 38 to 27 through attrition, with approval to fill only the most critical positions, which have primarily been managerial and legal.

With ingenuity and sacrifice, the agency has continued meeting the requirements of its federal work-share agreements with the U.S. Dept. of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission. Even with staff shortages in the legal and enforcement units, the commission has requested upward contract modifications for more cases as the result of having many cases closed over and above the number of cases specified by its federal agreements.

The Mediation Program established in 2007 continues to help complainants resolve their cases in less time than the investigation process, removing stress from complainants who choose to mediate, and freeing up the small investigation unit to address its case load.

Public awareness activities have been condensed into less costly smaller but effective public hearings, which have provided more visibility for the commission as well as greater interaction with local commissions and the public.

The commission looks forward to another year of success.

Sincerely,

George W. Stinson

George W. Stinson
Chair



Human Rights Commissioners



Chair George W. Stinson, Louisville
4th Supreme Court District

The Kentucky governor appoints the 11-member Kentucky Commission on Human Rights Board of Commissioners. The members represent the state population by the seven Supreme Court

Districts and the state at large. The quasi-judicial board hears and rules on discrimination complaints with the authority of a court of law.



Robert Asseo, Florence
6th Supreme Court District



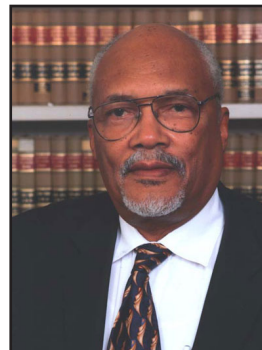
Duane Bonifer, Greensburg
3rd Supreme Court District



Virginia L. Burton, Lexington
State At Large



Samuel R. Coleman Jr., Middlesboro
State At Large



Henry Curtis, Frankfort
5th Supreme Court District



V. Ann Newman, Ashland
7th Supreme Court District



Milly Hudson Diehl
State At Large



Alma Randolph Patton, Owensboro
2nd Supreme Court District



Sandra Añez-Powell, Richmond
State At Large



Timothy W. Thomas, Madisonville
1st Supreme Court District

Kentucky's Enforcement Authority of Discrimination Laws

The Kentucky Commission on Human Rights is the state government agency created to ensure equality for all. Its primary purpose is to provide protection from discrimination by enforcing and promoting the Kentucky Civil Rights Act and federal civil rights laws.

The commission is proud of its 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.

When the Kentucky General Assembly and Governor Bert Combs 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, the commission's role expanded with passage of The Kentucky Civil Rights Act (Kentucky Revised Statutes 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.

The commission receives, initiates, investigates, conciliates, mediates, and rules upon complaints alleging violations of the Kentucky Civil Rights Act. The Kentucky Commission on Human Rights also has authority from the U.S. Department of Housing and Urban Development and the U.S. 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. The agency conducts a comprehensive program of education, training, research, outreach and partnership to vigorously carry out this task.

Mission

To eradicate discrimination in the commonwealth through enforcement of the Kentucky Civil Rights Act.

Vision

A commonwealth united against discrimination. A commonwealth united for equality.

Purpose

The Kentucky Commission on Human Rights governing law is The Kentucky Civil Rights Act, Kentucky Revised Statutes Chapter 344. The Act directs the commission to:

"Safeguard all individuals within the state from discrimination because of familial status, race, color, religion, national origin, sex, age 40 and over, or because of the person's status as a qualified individual with a disability as defined in KRS 344.010 and KRS 344.030; Thereby to protect their interest in personal dignity and freedom from humiliation, to make available to the state their full productive capacities, to secure the state against domestic strife and unrest which would menace its democratic institutions, to preserve the public safety, health, and general welfare, and to further the interest, rights, and privileges of individuals within the state."

Freedom from Discrimination

The Kentucky Civil Rights Act makes it illegal to discriminate against any person. The Act defines discrimination 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.

The law grants protection from discrimination based on specific classes. The following are protected classes under The Kentucky Civil Rights Act:

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

The law grants protection from discrimination in the following areas:

- Housing
- Employment
- Public Accommodations
- Financial Transactions

Through its affiliations with the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights enforces The U.S. Civil Rights Act, The U.S. Fair Housing Act, The U.S. Americans With Disabilities Act and other federal antidiscrimination laws.

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. 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.

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.

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.

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.



This is a 2011 session of the Kentucky Commission on Human Rights Board of Commissioners at its Louisville headquarters. The commission regularly meets at its headquarters in downtown Louisville at the Heyburn Building. These are open government meetings to which the public is invited. As budget allows, the board occasionally meets in other cities and towns across the state to give constituents the opportunity to learn about the commission and its function to protect people from illegal discrimination.

Enforcement Process

Filing a Complaint

A person who believes he or she has been illegally discriminated against may contact the commission by phone, mail, e-mail, via the website or in person. This begins the complaint process. An intake or enforcement officer takes the complaint and asks questions. 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.

Mediation

If both parties are willing to mediate, a mediator will schedule the case within 30 days. If mediation leads to an agreement, the case is closed.

Investigation

Once the complaint is filed, if mediation has been declined or is unsuccessful, the commission undertakes a thorough and impartial investigation. The agency conducts interviews and gather facts from the person making the complaint and those who have been charged with discrimination.

Conciliation

Enforcement officers work to conciliate the complaint. Conciliation involves commission staff negotiations between the parties that have been charged with discrimination and the persons who made the complaint. Conciliation talks can lead to a settlement, which may include a monetary award.

Findings

If, after investigating the complaint, the commission does not find evidence to support the complaint, the enforcement officer makes a no-probable-cause recommendation. The commission may dismiss the complaint. The person who filed the complaint and those who have been charged with discrimination are notified.

When the evidence is strong enough to believe that illegal discrimination has probably occurred, a finding of probable-cause is recommended.

Hearing

If investigation leads to a probable-cause recommendation, the complaint moves to the litigation phase. Staff attorneys work on behalf of the complainant to conciliate, persuade or litigate in matters concerning the discrimination complaint. In the event that no conciliation settlement can be reached, the commission conducts a hearing. Staff attorneys represent the person who is making the discrimination complaint and the agency at the hearing. Hearings are similar to civil trials. The evidence and testimony are presented at the hearing. Commissioners make a final determination.

Enforcement

When the commission determines that discrimination has occurred, the parties charged with discrimination may be ordered to cease and desist from any further discrimination and to remedy past discrimination. A remedy can include a monetary award, policy change, employment reinstatement or an accommodation in housing. Commission final orders have the authority of those by a court of law. The commission may ask a circuit court to enforce the order. A commission decision may be appealed to a circuit court within 30 days of the order.

Case Information

The Kentucky Commission on Human Rights filed 333 discrimination complaints for people in Kentucky during the reporting period of July 1, 2010 to June 30, 2011. The agency processed 3,269 intakes, communicating with people who were concerned they may have been victims of illegal discrimination in Kentucky either in the areas of employment, housing, public accommodations, financial transactions, or retaliation. Of these intakes, 140 were conducted in Spanish by commission staff.

Roughly one in 10 of the intakes resulted in a new discrimination complaint. The Board of Commissioners met monthly to hear and rule on complaints. (No meeting in November 2010 or June 2011).

Commission investigators processed 631 cases during the year.

The average case age in the areas of employment and public accommodations was 242 days, which was down from 283 days the previous year. This was a marked improvement as investigative and legal staff pressed to carry an added case load to compensate for the staff shortage brought about by state budget constraints. The year before

(2009 reporting period) had a better case age in these areas of 219 days when the agency had more staff to carry the case load. As the state budget improves, the agency will be able to replace investigative and legal staff lost through attrition.

In the area of housing, average case age in 2009 increased to 247 days from 73 days in 2008, when the agency incurred a dramatic drop in housing personnel through attrition. In 2010, with the determination of existing staff, the average case age decreased to 119 days, an excellent accomplishment. This year, the housing average case is 103, another mark of success during this financially tight period.

The agency closed 422 cases this year, 89 more cases than were filed during the same period.

The commission negotiated 25 conciliation agreements between complainants and respondents, resulting in \$160,750 compensation for complainants. Respondents agreed to comply with the laws against discrimination, undergo compliance training in many cases, and undergo compliance monitoring.

Five of the conciliation

agreements were reached after the commission issued probable cause letters, informing complainants and respondents that there was evidence to believe discrimination had occurred. The parties decided to conciliate with an agreement rather than go through litigation and a hearing.

The agency's Mediation program resulted in the successful mediation of 17 cases with a total of \$55,512 in settlements. There were other settlements in employment cases-- two individuals were rehired with back pay, one individual was rehired with back pay and promoted, one individual was promoted and received leave with pay, one individual received a job transfer, and one individual received a reserved handicap parking space.

There were also settlements in public accommodations cases— a couple were allowed to reenter a business, one company changed its policies for the disabled, and one individual received modifications to his motorized wheelchair.

Mediation is an informal and confidential process through which opposing parties meet face to face to negotiate a voluntary resolution of their dispute with the help

of a commission mediator. Settlement is voluntary and mediation results in closure of the case.

The agency conducted 11 case panels concerning complaints in the areas of employment and public accommodations and six case panels concerning housing complaints. These panels resulted in five probable cause findings being issued and six pre-probable cause conciliation agreements after the panels agreed that probable cause of discrimination existed.

The agency prepared 24 substantive legal briefs that included extensive legal research and analysis for filing in administrative proceedings or courts.

No jury trials or administrative hearings were necessary this year given these conciliation agreements were finalized prior to trial or scheduled hearings. This resulted in less stress and faster resolution for complainants and a budget assistance to the agency regarding the cost of further litigation.

The agency maintains a successful federal government affiliation through partnerships with the U.S. Equal Opportunity Commission and the U.S. Department of Housing and Urban Development. As such, the commission investigates and enforces federal civil rights laws.

Additionally, the state human rights commission is often faced with issues that are non-jurisdictional, but are violations of human rights, insults to human dignity, and worthy of inquiry. With limited staff and resources, the agency relies heavily on its partners to address such issues. Partners the commission most often utilizes are the U.S. Department of Justice Civil Rights Division and the Federal Bureau of Investigation. Working with them, the commission has successfully referred four claims of hate incidents based on race, and facilitated three meetings between communities and the Department of Justice in three separate parts of the state.



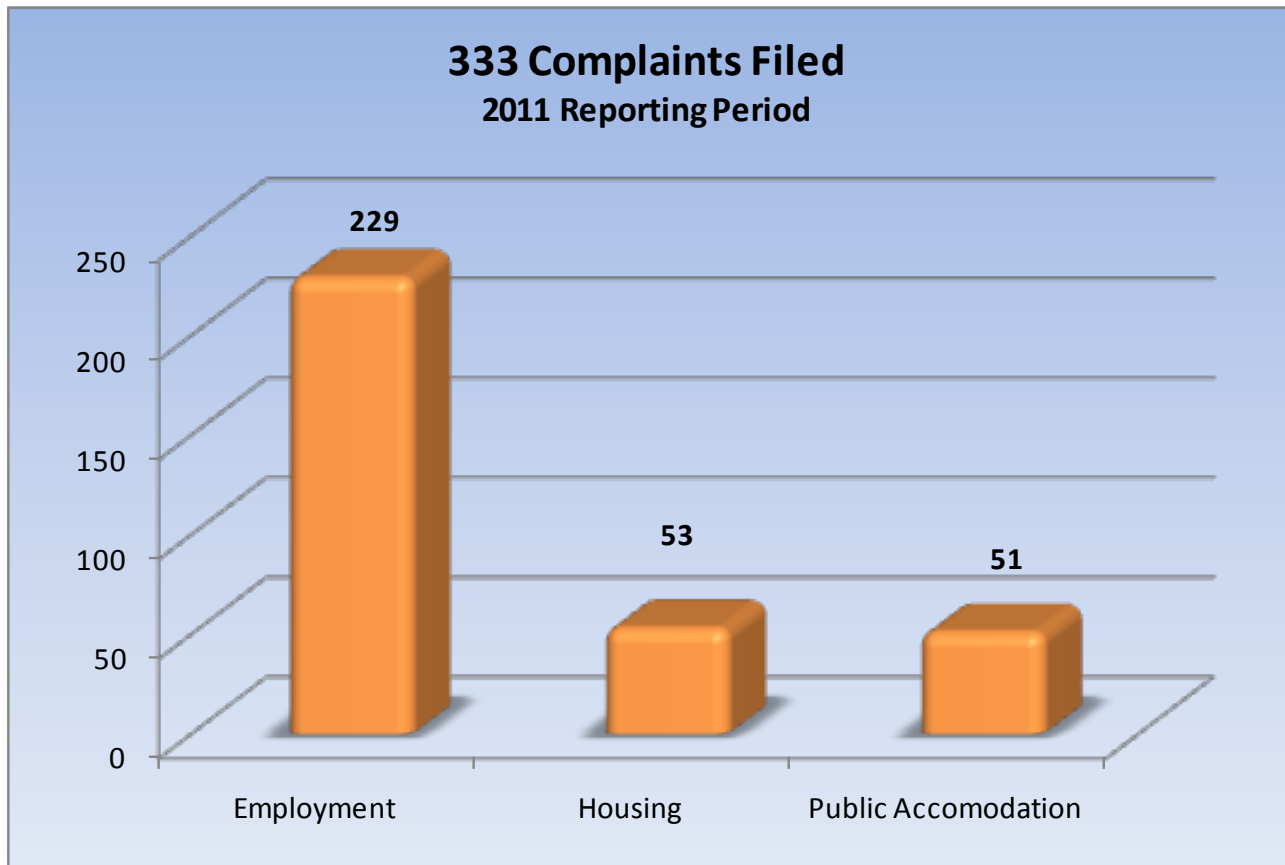
A public forum held in Berea, Ky., on June 14, 2011. The Berea Town Council has held public meetings to discuss the possibility of forming its own local commission. Most of the council wants such a commission to be able to enforce civil rights laws on a local level. While a majority of forum attendees say they want to add sexual orientation as a protected class, some citizens do not. The state commission has assisted the city as it works to form a local commission with or without enforcement powers.



The state human rights commission met with Kentucky Native Americans on Nov. 23, 2010, to help them address issues such as state recognition, poverty, poor health care, and low employment.

Case Statistics

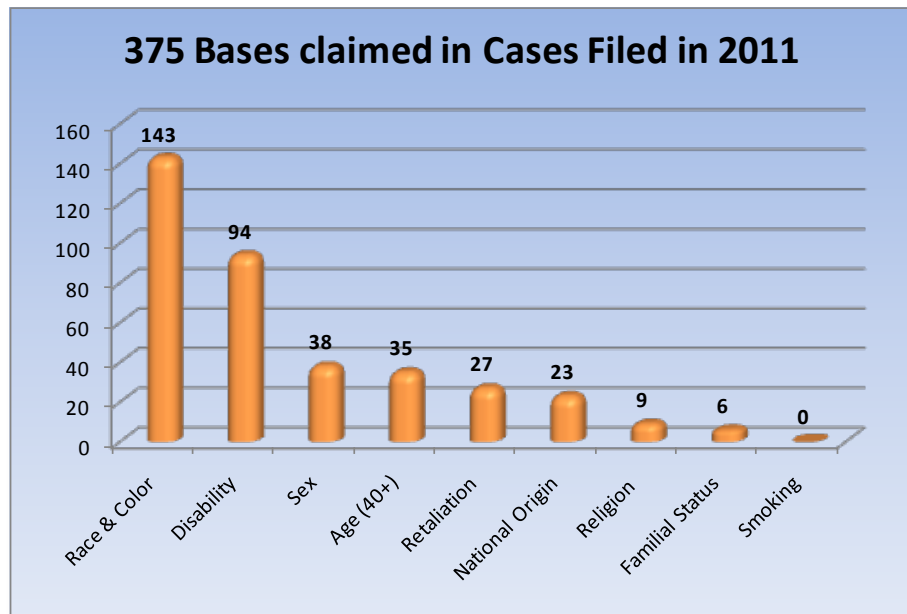
Cases Filed This Reporting Year: July 1, 2010 to June 30, 2011



Comparison: Cases Filed in Previous Two Years

Type	2010	2009
Employment	262	228
Housing	25	47
Public Accommodations	42	47
Total	329	322

Bases of Cases Filed This Reporting Year: July 1, 2010 to June 30, 2011



Comparison: Bases of Cases Filed in Previous Two Years

Basis	Employment	Housing	Public Accommodations	Financial Transactions	Totals
Race & Color	98	12	18	0	128
Sex	59	2	2	0	63
Age (40+)	38	0 N/A	0 N/A	0 N/A	38
Religion	9	0	0	0	9
Disability	43	10	15	0	68
National Origin	21	0	3	0	24
Retaliation	37	1	2	0	40
Familial Status	0 N/A	2	0 N/A	0	2
Smoking	1	0 N/A	0 N/A	0 N/A	1
*Totals	306	27	40	0	373

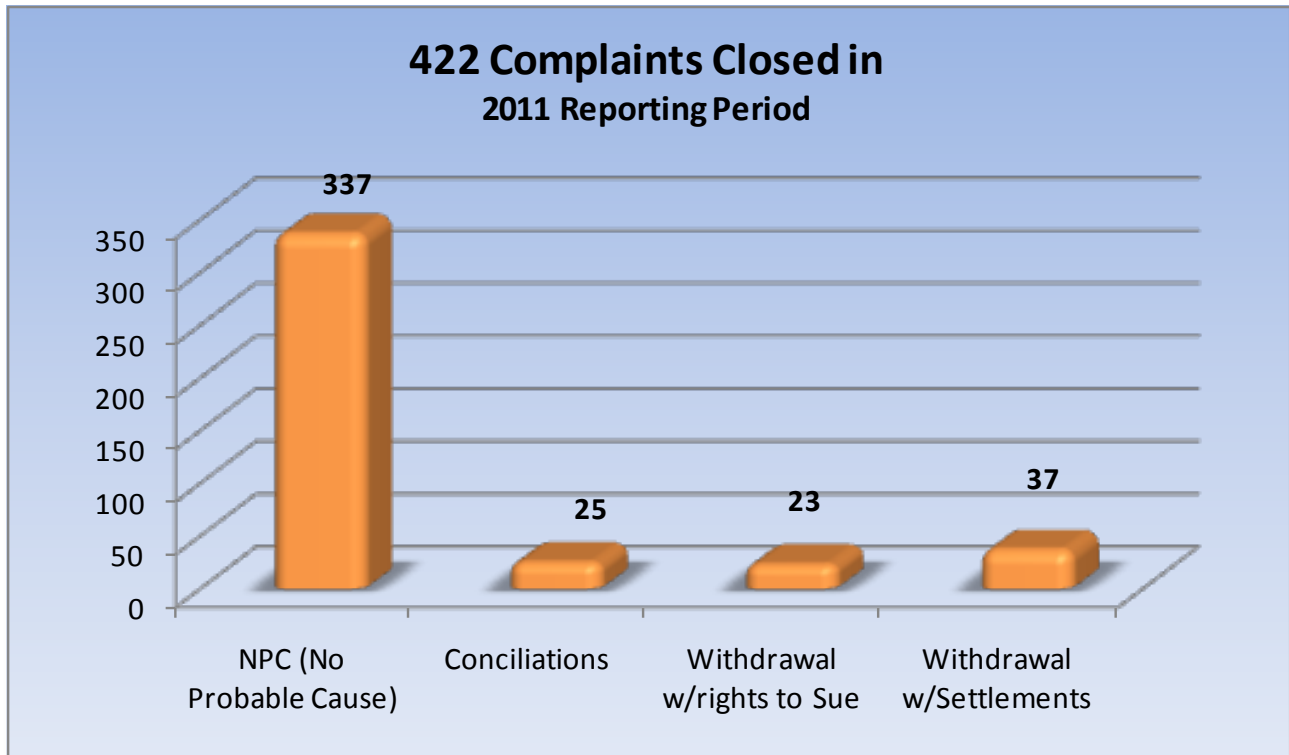
2010

Basis	Employment	Housing	Public Accommodations	Financial Transactions	Totals
Race & Color	82	20	23	0	125
Sex	59	6	2	0	67
Age (40+)	34	0 N/A	0 N/A	0 N/A	34
Religion	9	0	0	0	9
Disability	35	18	20	0	73
National Origin	19	2	3	0	24
Retaliation	27	1	0	0	28
Familial Status	0 N/A	8	0 N/A	0	8
Smoking	1	0 N/A	0 N/A	0 N/A	1
*Totals	266	55	48	0	369

2009

Some complaints allege more than one basis of discrimination. Therefore, the total number of complaints filed does not equal the total number of bases for complaints filed.

Cases Closed This Reporting Year: July 1, 2010 to June 30, 2011



Comparison: Cases Closed in Previous Two Years

Type	2010	2009
No Probable Cause	252	292
Conciliation	10	17
Withdrawal w/right to sue	39	38
Withdrawal w/Settlement	42	51
Finding of Discrimination	2	1
Probable Cause Conciliation	4	7
Total	349	406

Conciliation Agreements

Deanna Latanzio v. the McDonalds Restaurant in Owensboro, Ky.:

Deanna Latanzio alleged the company discriminated against her based on a perceived disability in the area of employment, a violation of the Kentucky Civil Rights Act (KRS 344.040) and the U.S. Americans with Disabilities Act. She alleged that a customer of the McDonalds who routinely harassed her based on disability complained about Latanzio's behavior and that management disciplined Latanzio without giving her the opportunity to defend the charge. Latanzio alleged she had previously reported the customer's harassment to management in an effort to seek help. Latanzio said she believed she was disciplined based on the customer's harassment of a perceived disability and that the company disciplined her based on it. The Owensboro McDonalds denied all violations of discrimination and asserted that it did not discriminate against Latanzio by either subjecting her to customer harassment or disciplining her based on any perceived or real disability. Before the commission made a determination, the parties agreed to conciliate the matter. McDonalds agreed to compensate Latanzio in the amount of \$3,000 and affirmed that it will investigate any future allegations of unlawful harassment and correct any such harassment or hostile behavior. The branch agreed to undergo civil rights compliance training and compliance monitoring

by the commission.

Lexington Fair Housing Council Inc. v. Christopher Derieth in Fayette County: The Lexington Fair Housing Council alleged discrimination based on familial status in the jurisdiction of housing, a violation of the Kentucky Civil Rights Act (KRS 344.360, KRS 344.280 and the Fair Housing Act of 1968 as amended. The council alleged Derieth published the following ad for rental property in Fayette County on the Craig List website, "no indoor pets, children, drinking or drugs." The advertisement ran since May 13, 2010 to the time the council filed the complaint with the Kentucky Commission on Human Rights. The Kentucky Civil Rights Act, which includes the Fair Housing law, and the U.S. Fair Housing Act, prohibits discrimination against families who have children under the age of 18. Among other stipulations, the law prohibits landlords, rental entities, and media outlets from placing advertisements stating that children are not allowed. Derieth denied all violations of discrimination and asserted he did place the ad but did not know it was unlawful. Before the commission made a determination, the parties agreed to conciliate the matter. The respondent agreed to make a \$200 donation to Florence Crittenden Home, a charity that provides support to families with children. He agreed to undergo civil rights compliance training and compliance monitoring by the

commission.

Whalen v. Bruce Glenn Motors in Frankfort, Ky.: Stacy Whalen alleged she was discriminated against based on sex (pregnant female) in the area of employment. She alleged Bruce Glenn Motors fired her because she was pregnant. This would be a violation of the Kentucky and United States Civil Rights acts. After the commission issued a finding of probable cause to believe discrimination occurred, the parties agreed to resolve the matter with a conciliation agreement. The company denied any unlawful conduct. Bruce Glenn Motors agreed to compensate Whalen in the amount of \$45,000 and to provide her with a letter of reference for future employment. The company agreed to undergo civil rights compliance training and three years of compliance monitoring.

Sims v. Frankfort Housing Authority et al in Frankfort, Ky.: With the assistance of the Lexington Fair Housing Council, Robin Sims filed a complaint that alleged she was discriminated against based on disability in the area of housing. She alleged her landlord and other parties in authority denied her request for a reasonable accommodation on the form of a service animal for emotional support. This would be a violation of the Kentucky and United States Civil Rights acts' fair housing law sections. The commission issued a finding of probable cause to

Conciliation agreements are reached through commission negotiations between complainants and respondents in consideration for the full and complete resolution of all claims of alleged discrimination. The agreements do not represent an admission by any of the respondents of violations of the law. Furthermore, the respondents denied any violations of the law. Most of the conciliation agreements include clauses requiring the respondents to comply with civil rights laws, undergo civil rights compliance training, and submit to compliance monitoring by the Kentucky Commission on Human Rights for periods of up to three years.

Conciliation Agreements

believe discrimination occurred after which the parties agreed to resolve the matter with a conciliation agreement. The respondents denied any unlawful conduct. The respondents agreed to compensate Sims in the amount of \$8,500 and to undergo civil rights compliance training and three years of compliance monitoring.

Jackson v. Henderson Housing Authority in Henderson, Ky.: Pierre Jackson filed a complaint that alleged he was discriminated against based on disability in the area of housing. He alleged his landlords denied his request for a reasonable accommodation in the form of a service animal for emotional support. This would be a violation of the Kentucky and United States Civil Rights acts' fair housing law sections. The respondent denied any unlawful conduct. While the commission was preparing to issue a finding of probable cause to believe discrimination occurred, the parties agreed to resolve the matter with a conciliation agreement. The Henderson Housing Authority agreed to compensate Jackson in the amount of \$11,000. The agency agreed to undergo civil rights compliance training and three years of compliance monitoring.

Lewis v. Byer Terrace Apartments in Lexington, Ky.: With the assistance of the Lexington Fair Housing Council, Doris Lewis filed a complaint alleging she was discriminated against based on family or "familial" status in the area of housing. She alleged the Byer Terrace Apartments refused to rent property on the second floor to her because she had children. This would be a violation of the Kentucky and United States Civil Rights acts. The company denied any unlawful conduct. While the commission was preparing to

issue a finding of probable cause to believe discrimination occurred, the parties agreed to resolve the matter with a conciliation agreement. Byer Terrace Apartments agreed to compensate Lewis in the amount of \$5,500. It agreed to offer Lewis the opportunity to rent, lease or purchase real estate without discrimination. The respondent agreed to undergo civil rights compliance training and three years of compliance monitoring.

Mullarkey v. Elizabethtown Peddlers Mall LLC in Elizabethtown, Ky.: Michael Mullarkey of Radcliff, Ky., filed a complaint alleging he was discriminated against based on disability in public accommodations. He alleged that Elizabethtown Peddlers Mall prohibited him from enjoying its goods and services because he was accompanied by his service dog. This would be a violation of the Kentucky and United States Civil Rights acts. The company denied any unlawful conduct. Before the commission's investigation was complete, the parties agreed to resolve the matter with a conciliation agreement. The respondent agreed to pay Florida Service Dogs Inc. the sum of \$4,250 and to undergo civil rights compliance training and three years of compliance monitoring.

Walker v. Extendicare Homes Inc. doing business as Medco Center of Henderson in Henderson, Ky.: Ayanna Walker filed a complaint alleging she was discriminated against based on her race (multi-racial) in the area of employment. She alleged that Medco Center treated her differently from the company's white employees and discharged her because of her race. This would be a violation of the Kentucky and U.S. Civil Rights acts. The company denied any unlawful conduct and asserted it discharged Walker in accordance

with its progressive disciplinary policy. Before the commission made a determination, the parties agreed to resolve the matter with a conciliation agreement. Medco agreed to compensate Walker in the amount of \$2,500 and undergo compliance training and one year of compliance monitoring.

Yazell and Krider v. Shady Acres and Williams, in Frankfort, Ky.: In April 2009, with the assistance of the Lexington Fair Housing Council, Douglas and Vanessa Yazell of Lexington, Ky., filed a discrimination complaint based on the protected class of familial status in the area of housing. They alleged that Shady Acres Mobile Home Park in Frankfort and its owner, Henry C. Williams, prevented them from purchasing a mobile home on the property owned by William and Tammy Krider because the Yazells have children. In June 2009, the Kriders also filed a discrimination complaint based on familial status in housing because Shady Acres and Williams prevented them from selling the mobile home to anyone with children. The group of complainants alleged the respondents violated the Kentucky Civil Rights Act, specifically KRS 344.280 and KRS 344.360. After a commission investigation, the commission was prepared to issue a finding of probable cause, a finding that states there is probable cause to believe discrimination has occurred. A final hearing was scheduled for February 2011. Before the hearing, the parties agreed to conciliate the matter with an agreement. The respondents agreed to compensate the complainants in the amount of \$20,500. The respondents agreed to comply with civil rights laws that protect people from discrimination, to undergo civil rights law compliance training and, for the period of two years, to undergo

Conciliation Agreements

compliance monitoring.

Deborah Fennell v. Alco Management doing business as Saddlebrook Apartments in Richmond, Ky.: Fennell alleged apartment management discriminated against her based on the protected class of disability in the area of housing. This would be a violation of the U.S. and Kentucky Civil Rights acts. Fennell said apartment personnel threatened to evict Fennell if she did not remove her service animal from her residence. Fennell asserted she requires the service animal to assist with regard to her disability. Although the respondent denied any illegal discrimination, the apartment management agreed to comply with the Kentucky Civil Rights Act by allowing Fennell to keep her service animal at the residence. The respondents agreed to refrain from making disparaging remarks regarding Fennell's disability or her service animal.

Sara Henry and Anthony Johnson v. Garry and Dianne Milton in Lexington, Ky.: Henry and Johnson alleged the property owners discriminated against them based on the protected class of race in the area of housing. This would be a violation of the U.S. and Kentucky Civil Rights acts. Henry and Johnson said the Miltons treated them differently than white tenants and evicted them because of their race. The Miltons asserted they evicted the tenants for non-payment of rent and property damage. The respondents denied any illegal discrimination and maintained they comply with the Kentucky Civil Rights Act. Before the commission staff investigation was complete, the parties agreed to resolve the matter with a conciliation agreement. The Miltons compensated the

complainants in the amount of \$1,373.38. The respondents agreed to undergo civil rights law compliance training and undergo compliance monitoring for one year.

Scott Swansegar v. Penny Wood in Bardstown, Ky.: Scott Swansegar alleged Penny Wood discriminated against him based on disability in housing. This would be a violation of the U.S. and Kentucky Civil Rights acts. Swansegar alleged Wood denied him the reasonable accommodation of having a service animal should he rent property from the respondent. Wood asserted the complainant became irate when she explained she does not allow pets at the rental property. The respondent denied any illegal discrimination and maintained she complies with the Kentucky Civil Rights Act. Before the commission staff investigation was complete, the parties agreed to resolve the matter with a conciliation agreement. Wood agreed to undergo civil rights compliance training and undergo compliance monitoring by the commission for three years.

Scott Swansegar v. Murray Properties LLC, James Murray, owner, in Harrodsburg, Ky.: The complainant alleged James Murray discriminated against him based on disability in the area of housing. This would be a violation of the U.S. and Kentucky Civil Rights acts. Swansegar alleged Murray denied him the reasonable accommodation of a service animal when he inquired about rental property. The landlord asserted the complainant disconnected the call before the respondent could discuss permitting the complainant to have his service animal in a rental. Murray denied any unlawful allegations and maintained he complies with civil rights laws. Before the commission investigation was complete, the parties agreed to resolve the matter

in a conciliation agreement. Murray agreed to undergo civil rights compliance training and undergo compliance monitoring by the commission for three years.

KaJuan Kennedy v. Franklin Asset Mgt. as Willow Creek Apts. in Radcliff, Ky.: The complainant alleged she was discriminated against on the basis of race, African American, and familial status, a pregnant female. This would be a violation of the U.S. and Kentucky Civil Rights acts. Kennedy said Willow Creek sent her undeserved eviction and lease termination notices. She alleged the respondent and a white resident had a conversation in which disparaging remarks about her race were made. She believed she was treated differently than white residents in similar circumstances who were not given notices. The respondent alleged it served the notices to Kennedy because her lease application was deceptive and for disturbing the peace. The respondent denied any unlawful conduct. Before the investigation was complete, the parties agreed to conciliate. The complainant was moved from a one to a two bedroom apartment. The respondent agreed to undergo civil rights compliance training and monitoring.

Note: Some of the above agreements represent more than one complaint.

Education and Outreach

The 50 Year Anniversary Civil and Human Rights Conference

To commemorate its 50th year anniversary, the Kentucky Commission on Human Rights produced public awareness activities throughout the calendar year of 2010. Its 50 Year Anniversary Civil and Human Rights Conference, which is described in detail in the 2010 report, actually fell within the 2011 (July 1, 2010 to June 30, 2011) reporting period.

The three-day conference was held from Wednesday, October 13 to Friday, October 15, 2010, at the Kentucky International Convention Center in Louisville, Ky. It was held in conjunction with Governor Steven Beshear's Office of Minority Empowerment and was the largest public civil rights conference in Kentucky history. It explored current civil rights issues and saluted the work that has been accomplished since 1960.

The conference events attracted over 3,000 people who participated in various phases of the conference. Examples of their participation included: over 200 attendees at the Wednesday evening round table discussion; over 400 attended the Thursday luncheon; over 600 attended the Friday luncheon, which included the Kentucky Civil Rights Hall of Fame inductions; the Jefferson and Lexington-Fayette County School System transported over 1,900 students to view the exhibits and take part in special activities; and, over 200 Kentucky elementary school students participated in the agency's Civil and Human Right Poster Contest.

The educational presentations included 40 workshops. There were 52 people nominated with 31 inducted

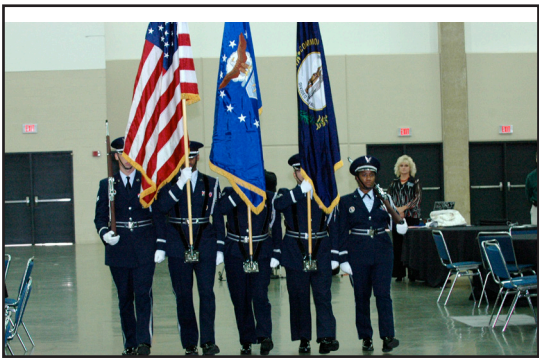
at the 2010 Kentucky Civil Rights Hall of Fame ceremony on Friday. Also, 66 Kentuckians were recognized with the Unbridled Spirit for Justice Award during the ceremony.

Some of the many outstanding guest speakers of the conference included renowned civil rights leader Kweisi Mfume and John Trasviña, U.S. Dept. of Housing and Urban Development assistant secretary. Several Kentucky officials spoke. Governor Steve Beshear spoke about the historic impact of the commission in an interesting video presentation he sent with his conference representative and guest speaker, Department of Minority Empowerment Executive Director Delquan Dorsey.

Borders Bookstore hosted a book fair for the conference. It featured signing sessions by authors of works on civil and human rights history and current-day issues that affect minorities and people who deal with various types of discrimination.

The National Great Blacks in Wax Museum and Justice Learning Center of Baltimore, Md., exhibited some of its life-size wax sculptures of famous civil rights heroes like Medger Evers, Whitney Young Jr., and others.

The Courier-Journal, local television and radio, and media across the state including the Associated Press covered the conference. There were approximately 30 stories by media about the conference.



Education and Outreach

Exhibits

The commission held exhibits in all four regions of the state. One of the best attended exhibits was the annual Louisville Worldfest celebration, which takes place each Labor Day weekend and draws thousands of people to the Louisville, Ky., waterfront. The agency placed a special emphasis on reaching college age students with exhibits at institutions such as Brown Mackie College and Jefferson Community Technical College. Other places of exhibits included economic development conferences, medical and health fairs and the Mexican Consul Fair in Bowling Green. The Kentucky Commission on Human Rights held 32 exhibits across the state this year.

Listening Tours

Listening Tours this year were the commission's pulse on the regions of the state. The commission held 17 Listening Tour sessions in the counties of McCracken, Graves, Trigg, Christian, Hopkins, Warren, Taylor, Pulaski, Woodford, Fayette, Madison, Bourbon, Knox, Bell and Boyd, Perry, Union, Clark, and Hardin. The crowds varied from small and personal to large and outspoken. Although the crowds were diverse, the issues were very similar; elected and appointed officials not racially or socially economically reflective of the constituencies they serve, perceived lack of employment opportunities or opportunities for promotions, perceived systems of cronyism and nepotism, and perceived abuse of power by law enforcement officials and elected officials.

Training

The commission conducted trainings throughout the year in Sexual Harassment, Cultural Diversity and Sensitivity, New Commission Operations, New Commissioner training, Fair Housing, and Fair Housing for Immigrants and the Latino population. The trainings were held as required by conciliation agreements and to assist businesses, state agencies and local commissions. This year the commission conducted or attended 106 meetings, trainings and out of office events.

Photos

Top row: Left and Right - Two of 40 workshops for people interested in civil and human rights.

Second row: Left - One of several conference panels. Right - This group of students is from Brandeis Elementary in Louisville.

Third Row: Left - Presentation of Flags at the plenary session. Right - Borders Bookstores sponsored the book fair

Fourth Row: Left - Over 1,900 students visited the wax exhibit, book fair and other activities. Here they study a wax figure of former National Urban League President Whitney M. Young Jr., who was a native of Kentucky. Right - Kweise Mfume, former congressman and former director of the NAACP, was the keynote speaker at Thursday's Galen Martin luncheon.

Fifth Row: Left - Over 600 people attended the Combs-Breathitt Luncheon and the Kentucky Civil Rights Hall of Fame. Right - 2010 Kentucky Civil Rights Hall of Fame inductees or their representatives. Joining them is Commission Chair George W. Stinson at far left and Executive Director John J. Johnson at far right.

Education and Outreach

Youth Human Rights Councils

A new and interesting initiative is the Youth Human Rights Council. The Kentucky Commission on Human Rights recognizes that building today's youth into tomorrow's advocates will continue to strengthen and sustain Kentucky's human and civil rights movement. This year, Kentucky's first Youth Human Rights Council was established at Central High School in Louisville, Ky., and will be fully functional in the Fall of 2011. There are currently two other high schools in the process of organizing and planning to have functional Youth Human Rights Councils by the end of 2011. The purpose of the councils is to promote fair and equal treatment of the entire student body, with the mission of safeguarding the equal opportunity and equal treatment of every student, while promoting mutual understanding and harmony among the entire student body.

Immigration Outreach

The commission held the annual Immigration Outreach Summit in October 2010. Regional representatives met with immigrant organization partners to collaborate on addressing immigrant assimilation issues. Workshops for immigrants were conducted at least six times. They were conducted through local community organizations such as the Goodwill Power to Work Program and Kentucky Refugee Ministries.



The Kentucky Commission on Human Rights held a Civil Rights and Education Forum in Shelbyville, Ky., on September 27, 2010.



The commission participated in a Kentucky Race Conference on January 25, 2011.



The Kentucky Commission on Human Rights helped citizens in Northern Kentucky hold a Civil Rights Rally on October 2, 2010.



The commission held a Fair Housing Forum in Eastern Kentucky on April 6 and 7, 2011.

Communications

Public Awareness

During the reporting period, the commission issued 34 press releases to inform the public of its state government human rights commission's legal rulings, functions, activities, and civil rights issues of concern. The releases were issued to media all over the state and to the Associated Press. Additionally, newspapers published four editorials written by the commission to raise awareness about various human and civil rights issues. The agency received news coverage on approximately 120 occasions. Coverage was published in newspapers, on websites, and broadcast on television and radio stations throughout the state. The executive director and the agency spokesperson were interviewed by newspapers and for television and radio on several occasions concerning commission rulings, agency activities and civil rights-related issues. Coverage included editorials written by various newspapers to recognize the commission for its conference, its support of Fairness, and its 50 years of service to the public. The commission responded to 124 Open Records Requests from media concerning various cases.

Staff conducted Spanish radio and television interviews and wrote newspaper articles in Spanish for the purpose of discussing immigrants' civil rights and responsibilities.

Publications

The commission is mandated by the Kentucky Civil Rights Act to conduct research and provide reports for distribution to the public to address civil and human rights issues. In the fiscal reporting year of 2011, the commission produced updates to three reports, *The Status of Kentucky African Americans*, *An Overview of Women in Kentucky*, and *The Employment of Minorities and Women in Kentucky State Government*. The report on African Americans was released in February 2011 to recognize U.S. Black

History Month. The report on women was released in March 2011 to recognize U.S. Women's Month. The report on employment was released in February 2011.

For its Civil Rights Conference in October 2011, the commission produced two large publications containing in-depth commission history and state and national civil rights history. It incorporated information about the many individuals who helped achieve civil rights for the state. It has been saved by many conference participants as a reference book for civil rights history and progression. Additionally, the commission published a report after the close of the conference highlighting its results and the discussions that were held.

Throughout the year, the commission distributed hundreds of its civil rights literature pieces and biographical posters from its Gallery of Great Black Kentuckians. The posters are utilized by many schools and libraries to help teach Kentucky African American History and to highlight role models for minority students. Some of the commission's brochures have been revised and are published in six languages. The commission will complete its new literature line as budget allows. Its brochures provide vital information to the public about civil rights protections under the law.

Internet

The commission had an average of 10,000 visits a month to its webpage at www.kchr.ky.gov and on its newsroom page at www.ky.gov. The agency webpage issues announcements, holds all its reports and resolutions and provides detailed information about the Kentucky Civil Rights Act and discrimination. The public can access the commission newsroom from the agency website where all of its press releases are published.

This year, the commission created a

large email-blast bank. In this way, officials, organization partners, and many members of the public received news and announcements from the commission anywhere from one to three times a week all year. The agency created Facebook and Twitter sites in 2011. Both sites carry civil rights news from many different media sources. The commission also uses the sites to make announcements and to publicize civil rights-related events of its partners. Facebook and Twitter have been an adventure for the commission. The agency is meeting and communicating with people all over the world - the Middle East, India, Asia, many places, where people like to discuss human right activities and learn about the work of Kentucky in this regard. They appear to be searching for working models to incorporate into their own societies. This gives the commission and its friends a unique opportunity to participate in awareness-raising of tolerance and mutual respect, directly, through Internet discussion. The commission is learning of the many people across the globe who want peace and equality for everyone. The commission plans to continue to grow these sites and to acquire as many friends and followers as possible and those representing many cultures and walks of life. The commission recognizes this as an important key to improving relationships for generations to come.

Advertising

Although the commission's funds are limited, it has still been able to utilize some HUD funds to produce radio commercials for immigrant radio stations. Print adds are produced by the commission for use in partner conference and special event books were budget allows. The agency may occasionally place an ad in a minority newspaper to reach those whose civil rights may be more likely to be violated.

Local Human Rights Commission Partners

- **Ashland Human Rights Commission**
- **Bardstown - Nelson County Human Rights Commission**
- **Bowling Green Human Rights Commission**
- **Covington Human Rights Commission**
- **Danville-Boyle County Human Rights Commission**
- **Franklin-Simpson County Human Rights Commission**
- **Hazard Human Rights Board**
- **Henderson County Human Rights Commission**
- **Hopkinsville Human Relations Commission**
- **Lebanon Human Rights Commission**
- **Lexington-Fayette Urban County Human Rights Commission**
- **Louisville-Jefferson County Metro Human Relations Commission**
- **Mayfield Human Rights Commission**
- **Maysville Human Rights Commission**
- **Mercer County Human Rights Commission**
- **Midway-Versailles-Woodford County Human Rights Commission**
- **Murray Human Rights Commission**
- **Owensboro Human Relations Commission**
- **Paducah Human Rights Commission**
- **Paris Human Rights Commission**
- **Richmond Human Rights Commission**
- **Russellville-Logan County Human Rights Commission**
- **Shelby County Human Rights Commission**



The Kentucky Commission on Human Rights held its annual Local Human Rights Commissions Partner Roundtable on April 27, 2011. This is a working session wherein the 23 local commissions and the state commission address concerns and propose strategies for improving civil rights in communities throughout the state.

There are 23 local human rights commissions in Kentucky. One of the functions of the Kentucky Commission on Human Rights as mandated by its governing law, KRS Chapter 344 (the Kentucky Civil Rights Act), is to urge local governments to form local human rights commissions and assist them in doing so.

All members of the Kentucky Human Rights Commission Board and the commission staff are committed to helping local commissions and related agencies thrive.

This year the commission helped Shelby County to reactivate the Shelby County Human Rights Commission.

Throughout the period, staff worked with the City of Berea. The town council and citizens have expressed a strong interest in establishing their own commission with enforcement powers on a local level. At the end of the reporting period, the commission was still assisting the city in meeting its goal to establish a commission and pass an ordinance to support it.

Education and Outreach regional representatives also assisted Mercer County to pass the ordinance to officially establish the Mercer County Human Rights Commission. The commission assisted Mercer with establishing the commission body and training its members in 2010. With the new ordinance, the work and county funding support of the commission is fully functional. The Mercer commission serves Harrodsburg, Burgin, and Mercer County. The local commission provides civil rights education and outreach to the community. It explains the state commission's service in hearing and ruling on discrimination complaints and forwards local complaints to the state commission.

Regional Meetings

This year, the commission met regionally with its local commissions.

Representatives met at selected sites in their regions where there are no local commissions, to garner greater exposure for the commission and to hear the concerns of the people

who may not have access to a local commission.

Commission staff also spent a day in the offices of its local commissions throughout the year. These meetings are often known as "field days or office hours". The purpose is to provide technical assistance and to share best practices.

The commission this year also met with the 23 local commissions for its annual roundtable.

How Local Commissions work

Local human rights commissions help the state network on a grass roots level. They foster environments for mutual respect and tolerance in their own communities and provide education and outreach to constituents.

Some, such as Lexington and Louisville, have their own staff and conduct their own discrimination investigations. Others, such as Ashland and Danville, refer discrimination cases to the Kentucky Human Rights Commission because they don't have full-time staff and are mostly volunteer agencies.

Local human rights commissions are allowed to adopt ordinances to enforce all of the civil rights laws that the Kentucky Human Rights Commission oversees. In fact, local commissions can go further than the Kentucky commission and add additional protected classes, such as sexual orientation, that state law doesn't cover. Three local commissions – Covington, Lexington and Louisville – have ordinances that protect people from discrimination based on sexual orientation.

Local human rights commissions may use their authority to promote equality, diversity and sensitivity toward others in their communities in a variety of ways.

For example, the Ashland Human Rights Commission sponsors forums to allow city commission candidates to meet the public and answer questions on how they would govern and help residents. The Bowling Green Human Rights

Commission has sponsored police/youth forums to allow officers and teens to meet and air grievances in order to build lasting relationships. The Richmond Human Rights Commission each year honors the United Nations Universal Declaration of Human Rights by sponsoring a program that features people of different national and ethnic backgrounds performing songs, poetry, dances from their native lands. And the Covington Human Rights Commission has sponsored housing forums that have led its city commission to pass a resolution asking developers and landlords to include units for low-income and disabled residents.

Local human rights commissions may also sponsor educational programs with the Kentucky Commission on Human Rights on a variety of issues.

Human Rights Partners (Partial List)

AMERICAN ASSOCIATION OF RETIRED PERSONS OF KENTUCKY
ADHAWKS ADVERTISING & PUBLIC RELATIONS, INC., LOUISVILLE, KY
AMERICAN CIVIL LIBERTIES UNION OF KENTUCKY
AL DIA EN AMERICA SPANISH NEWSPAPER, LOUISVILLE
AMERICAN BAPTIST NEWSPAPER OF KY, LOUISVILLE, KY
ANNE BRADEN INSTITUTE FOR SOCIAL JUSTICE RESEARCH, UNIVERSITY OF LOUISVILLE
BLUEGRASS COMMUNITY & TECHNICAL COLLEGE, LEXINGTON, KY
BOAT PEOPLE SOS., VIETNAMESE ORGANIZATION
BUSINESS AND PROFESSIONAL WOMEN RIVER CITY, LOUISVILLE, KY
KENTUCKY CABINET FOR HEALTH AND FAMILY SERVICES
KENTUCKY CABINET FOR ECONOMIC DEVELOPMENT
CAMPBELLSVILLE UNIVERSITY, CAMPBELLSVILLE, KY
KENTUCKY DEPARTMENT OF PERSONNEL
CATHOLIC CHARITIES OF LOUISVILLE
CATHOLIC DIOCESE OF KENTUCKY
CATHOLIC DIOCESE OF LEXINGTON
CENTER FOR ACCESSIBLE LIVING, LOUISVILLE
CENTER FOR WOMEN AND FAMILIES, LOUISVILLE
CENTRO LATINO, OWENSBORO, KY
CENTRO LATINO, SHELBYVILLE, KY
CHILDREN'S LAW CENTER, COVINGTON, KY
CHURCH WOMEN UNITED OF THE LOUISVILLE AREA
CLEAR CHANNEL IN LOUISVILLE
THE COALITION FOR THE HOMELESS, LOUISVILLE, KY
COVINGTON POLICE DEPARTMENT, COVINGTON, KY
KENTUCKY DEPARTMENT OF JUVENILE JUSTICE COURT APPOINTED SPECIAL ADVOCATES (CASA)
OFFICE OF THE GOVERNOR, DEPARTMENT FOR LOCAL GOVERNMENT, FRANKFORT, KY
KENTUCKY PROTECTION AND ADVOCACY
EASTERN COMMUNITY MINISTRIES, LOUISVILLE, KY
EDUCATION EQUITY TASK FORCE
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FAIR HOUSING COALITION, JEFFERSON COUNTY
FAIRNESS CAMPAIGN OF LOUISVILLE
FEDERAL BUREAU OF INVESTIGATION, LOUISVILLE, KY
FIFTH THIRD BANK IN LEXINGTON
FRANKLIN COUNTY LATINO COALITION, FRANKFORT, KY
GIRL SCOUTS OF KENTUCKIANA, LOUISVILLE, KY
GOVERNOR'S CHILD LABOR COMMITTEE, FRANKFORT, KY
GOVERNOR'S OFFICE OF MINORITY EMPOWERMENT, FRANKFORT, KY
GREATER CAMPBELLSVILLE UNITED, CAMPBELLSVILLE, KY
HISPANIC MINISTRY OF LEXINGTON
CATHOLIC DIOCESE INSTITUTE , LEXINGTON
HOUSING PARTNERSHIP INCORPORATED, LOUISVILLE, KY
JEFFERSON COUNTY COMMUNITY ACTION COMMITTEE
LOUISVILLE-JEFFERSON COUNTY METRO POLICE DEPARTMENT
JEFFERSON COUNTY PUBLIC SCHOOLS EVERY 1 READS
JEFFERSON COUNTY PUBLIC SCHOOLS/ MAKING THE CONNECTION
JEWISH COMMUNITY FEDERATION OF LOUISVILLE
JEWISH FAMILY AND VOCATIONAL SERVICES
KENTUCKY JOBS WITH JUSTICE, LOUISVILLE, KY
JUSTICE RESOURCE CENTER OF LOUISVILLE
JUSTICE RESOURCE CENTER OF MAYFIELD
KENTUCKY ABRAHAM LINCOLN BICENTENNIAL COMMISSION
KENTUCKY ALLIANCE AGAINST RACISM AND POLITICAL REPRESSION
KENTUCKY BLACK CAUCUS OF LOCAL ELECTED OFFICIALS
KENTUCKY COALITION FOR IMMIGRANT & REFUGEE RIGHTS IN LEXINGTON
KENTUCKY COMMISSION ON HUMAN RIGHTS EDUCATION FOUNDATION
KENTUCKY COMMISSION ON WOMEN
KY COUNCIL ON POST-SECONDARY EDUCATION COMMITTEE ON EQUAL OPPORTUNITY
KENTUCKY DEPARTMENT OF EDUCATION IN FRANKFORT
KENTUCKY DISABILITIES COALITION
KENTUCKY EQUALITY FEDERATION
KENTUCKY FAIRNESS ALLIANCE

KENTUCKY HATE CRIMES TASK FORCE
KENTUCKY HISTORICAL SOCIETY
KENTUCKY HOUSING CORPORATION, FRANKFORT, KY
KENTUCKY LABOR CABINET, FRANKFORT, KY
KENTUCKY LEGAL AID, OWENSBORO, KY
KENTUCKY JUSTICE AND PUBLIC SAFETY CABINET
KENTUCKY OFFICE OF THE U.S. ATTORNEY
KENTUCKY STATE POLICE
KENTUCKY MIGRANT NETWORK COALITION, LEXINGTON, KY
OFFICE OF THE ATTORNEY GENERAL, COMMONWEALTH OF KENTUCKY
KENTUCKY REAL ESTATE COMMISSION, LOUISVILLE, KY
KENTUCKY REFUGEE MINISTRIES, LOUISVILLE, KY
KENTUCKY RIVER FOOTHILLS, RICHMOND, KY
KENTUCKY YOUTH ADVOCATES, JEFFERSONTOWN, KY
INTERNATIONAL ASSOCIATION OF HUMAN RIGHTS AGENCIES (IAOHRA)
KENTUCKY STATE UNIVERSITY, FRANKFORT, KY
U.S. DEPARTMENT FOR HOUSING AND URBAN DEVELOPMENT (HUD)
LA AMERICANA COMMUNITY CENTER, LOUISVILLE KY
LA AMISTAD, COVINGTON, KY
LA CALIENTE RADIO, SPANISH RADIO, LOUISVILLE, KY
LA VOZ DE KENTUCKY SPANISH NEWSPAPER, LEXINGTON, KY
LABOR UNION UFCW 227
LATINOS MAGAZINE, CINCINNATI, OH
LEGAL AID OF THE BLUEGRASS, LEXINGTON, KY
LEGAL AID SOCIETY OF LOUISVILLE
CARDINAL VALLEY CENTER, LEXINGTON, KY
LEXINGTON FAIR HOUSING COUNCIL, LEXINGTON, KY
LEXINGTON HISPANIC ASSOCIATION, LEXINGTON, KY
LEXINGTON FAYETTE COUNTY URBAN LEAGUE
LINCOLN FOUNDATION INC, LOUISVILLE, KY
LOUISVILLE DEFENDER NEWSPAPER
LOUISVILLE HISPANIC LATINO BUSINESS COUNCIL
LOUISVILLE HISPANIC/LATINO COALITION
LOUISVILLE TENANTS ASSOCIATION

LOUISVILLE URBAN LEAGUE
 MANTEL ROCK NATIVE AMERICAN
 CULTURAL CENTER, MARION, KY
 GOVERNOR'S OFFICE OF MINORITY
 EMPOWERMENT, MARTIN LUTHER KING
 JR. COMMISSION, FRANKFORT, KY
 MAXWELL STREET LEGAL CLINIC,
 LEXINGTON, KY
 METRO DISABILITY COALITION,
 LOUISVILLE, KY
 METROPOLITAN HOUSING COALITION,
 LOUISVILLE, KY
 CONSULATE OF MEXICO, INDIANAPOLIS,
 INDIANA
 MUJERES UNIDAS (HISPANIC WOMEN'S
 ORGANIZATION), RICHMOND, KY
 NATIONAL COALITION BUILDING
 INSTITUTE LOUISVILLE
 NATIONAL CONFERENCE FOR
 COMMUNITY AND JUSTICE, LEXINGTON,
 KY
 NATIONAL COUNCIL OF JEWISH WOMEN
 LOUISVILLE
 NATIONAL COUNCIL OF NEGRO WOMEN
 LEXINGTON - CENTRAL KENTUCKY
 SECTION
 NATIONAL COUNCIL OF NEGRO WOMEN
 LOUISVILLE SECTION
 NATIONAL FAIR HOUSING ALLIANCE
 NORTHERN KENTUCKY AFRICAN
 AMERICAN HERITAGE TASK FORCE
 NORTHERN KENTUCKY UNIVERSITY
 OFFICE OF LATINO STUDENT AFFAIRS
 PEOPLES RIGHTS IN DEMANDING
 EQUALITY (P.R.I.D.E) INC., LOUISVILLE, KY
 PEACE EDUCATION PROGRAM,
 LOUISVILLE, KY
 PEACE PRESBYTERIAN, MEN OF PEACE
 PROJECT, LOUISVILLE, KY
 PLANNED PARENTHOOD OF KENTUCKY,
 INC
 RACIAL FAIRNESS COMMITTEE
 JEFFERSON COUNTY ADMINISTRATIVE
 OFFICE OF THE COURTS, LOUISVILLE, KY
 RADIO VIDA SPANISH RADIO, PARIS, KY
 RUSSELL IMMIGRATION LAW FIRM, LLC,
 LOUISVILLE, KY
 SAINT SUSANNA CATHOLIC CHURCH,
 ELKTON, KY
 ST. RITA/HISPANIC CENTER, LOUISVILLE,
 KY
 U.S. COMMISSION ON CIVIL RIGHTS/
 KENTUCKY ADVISORY COMMITTEE
 UNIVERSITY OF KENTUCKY COOPERATIVE
 EXTENSION OFFICE, SHELBYVILLE, KY
 UNIVERSITY OF LOUISVILLE CARTER G.
 WOODSON KENTUCKY REMEMBERS!
 PROJECT
 UNIVERSITY OF LOUISVILLE OFFICE FOR
 LESBIAN GAY BISEXUAL TRANSGENDER
 (LGBT) SERVICES
 WFPL NATIONAL PUBLIC RADIO

LOUISVILLE
 WORLD AFFAIRS COUNCIL OF KENTUCKY
 & SOUTHERN INDIANA
 KENTUCKY COMMISSION ON HUMAN
 RIGHTS LOCAL COMMISSIONS:
 ASHLAND HUMAN RIGHTS COMMISSION
 BARDSTOWN HUMAN RIGHTS
 COMMISSION
 BOWLING GREEN HUMAN RIGHTS
 COMMISSION
 COVINGTON HUMAN RIGHTS
 COMMISSION
 DANVILLE-BOYLE COUNTY HUMAN
 RIGHTS COMMISSION
 FRANKLIN-SIMPSON COUNTY HUMAN
 RIGHTS COMMISSION
 HAZARD HUMAN RIGHTS BOARD
 HENDERSON-HENDERSON COUNTY
 HUMAN RIGHTS COMMISSION
 HOPKINSVILLE HUMAN RELATIONS
 COMMISSION
 LEBANON HUMAN RIGHTS COMMISSION
 LEXINGTON-FAYETTE URBAN COUNTY
 HUMAN RIGHTS COMMISSION
 LOUISVILLE/JEFFERSON COUNTY METRO
 HUMAN RELATIONS COMMISSION
 MAYFIELD HUMAN RIGHTS COMMISSION
 MAYSVILLE HUMAN RIGHTS
 COMMISSION
 MERCER COUNTY HUMAN RIGHTS
 COMMISSION
 MIDWAY, VERSAILLES & WOODFORD
 COUNTY HUMAN RIGHTS COMMISSION
 MURRAY HUMAN RIGHTS COMMISSION
 OWENSBORO HUMAN RELATIONS
 COMMISSION
 PADUCAH HUMAN RIGHTS COMMISSION
 PARIS HUMAN RIGHTS COMMISSION
 RICHMOND HUMAN RIGHTS
 COMMISSION
 RUSSELLVILLE-LOGAN COUNTY HUMAN
 RIGHTS COMMISSION
 SHELBY COUNTY HUMAN RIGHTS
 COMMISSION
 NATIONAL ASSOCIATION FOR THE
 ADVANCEMENT OF COLORED PEOPLE
 KENTUCKY STATE CONFERENCE:
 ADAIR COUNTY - UNIT #3079
 BARBOURVILLE COUNTY - UNIT #3080
 BOWLING GREEN/ WARREN COUNTY -
 UNIT #3081
 BOYD-GREENUP COUNTY BRANCH
 COVINGTON-HOLMES HIGH SCHOOL
 CHAPTER - UNIT #3866
 CYNTHIANA/HARRISON COUNTY - UNIT
 #3299
 DANVILLE YOUTH COUNCIL - UNIT #3794
 EDDYVILLE PRISON - UNIT #3084
 FRANKFORT (FRANKLIN COUNTY) - UNIT
 #3085
 FULTON COUNTY - UNIT #3086
 GEORGETOWN-SCOTT COUNTY

HARDIN COUNTY - UNIT #3087
 HARLIN COUNTY - UNIT #3088
 HARDIN COUNTY YOUTH COUNCIL - UNIT
 #3741
 HAZARD PERRY COUNTY - UNIT #3089
 HENDERSON COUNTY - UNIT #3090
 HOLMES HIGH SCHOOL CHAPTER - UNIT
 #3866
 HOPKINSVILLE - UNIT #3092
 IRVINGTON - UNIT #3093
 KENTUCKY STATE UNIVERSITY - UNIT
 #3750
 LANCASTER COUNTY - UNIT #3094
 LOUISVILLE - UNIT #3098
 LA GRANGE REFORMATORY - UNIT #3096
 LEBANON - UNIT #3095
 LEXINGTON (FAYETTE COUNTY) - UNIT
 #3097
 MADISON COUNTY (RICHMOND) - UNIT
 #3099
 MADISONVILLE - UNIT #3858
 MADISONVILLE (HOPKINS COUNTY) -
 UNIT #3100
 MAYFIELD (GRAVES COUNTY) - UNIT
 #3101
 MAYSVILLE/MASON COUNTY - UNIT
 #3261
 MERCER COUNTY - UNIT #3102
 MIDDLESBORO (BELL COUNTY) - UNIT
 #3103
 MUHLENBERG COUNTY - UNIT #3117
 MURRAY/CALLOWAY COUNTY - UNIT
 #3104
 NELSON COUNTY - UNIT #3106
 NORTHERN KENTUCKY - UNIT #3105
 NORTHERN KENTUCKY UNIVERSITY -
 UNIT #3853
 OWENSBORO - UNIT #3107
 PADUCAH - UNIT #3108
 PADUCAH YOUTH COUNCIL - UNIT #3746
 PARIS-BOURBON - UNIT #3125
 PROVIDENCE COUNTY - UNIT #3272
 RICHMOND-MADISON COUNTY
 RUSSELLVILLE (LOGAN COUNTY) - UNIT
 #3109
 SCOTT COUNTY - UNIT #3121
 SHELBY COUNTY - UNIT #3110
 SIMPSON COUNTY (FRANKLIN) BRANCH
 - UNIT #3111
 UNIVERSITY OF KENTUCKY - UNIT #3748
 UNIVERSITY OF LOUISVILLE - UNIT #3749
 UNION COUNTY BRANCH - UNIT #3112
 WESTERN KENTUCKY UNIVERSITY - UNIT
 #3754
 WINCHESTER (CLARK COUNTY) - UNIT
 #3113
 WOODFORD COUNTY - UNIT #3114

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