



ANNUAL REPORT FY2018

Kentucky Commission on Human Rights

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KENTUCKY COMMISSION ON HUMAN RIGHTS

FY2018 Annual Report (July 1, 2017 – June 30, 2018)

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“If not us, then who? If not now, then when?”

– John Lewis

LETTER OF GREETING



Dear Governor Matthew Bevin, Kentucky Legislators, and fellow Kentuckians:

The Kentucky Commission on Human Rights is pleased to commend to you its FY2018 annual report. The enclosed information highlights activities during the state reporting period of July 1, 2017 to June 30, 2018. The Commission is the state government authority that enforces the Kentucky Civil Rights Act. Through partnership affiliations with the U.S. Department of Housing and Urban Development (HUD) and the U.S. Equal Employment Opportunity Commission (EEOC), our agency enforces the U.S. Civil Rights Act, the U.S. Fair Housing Act, the U.S. Americans with Disabilities Act, and other federal civil rights laws.

This fiscal year, the Commission reached people across Kentucky through enforcement, education, outreach, communications, leadership, and collaboration. We filed 246 discrimination complaints and closed 218 complaints. Allegations of discrimination claimed race and color more often than any other basis; the basis of disability was second. The majority of the discrimination complaints this year were in the area of employment which has been the case each year since 1966. Housing complaints were second and public accommodations complaints were third.

In spite of reduced funding and staff during this program year, the agency's dedicated and tireless employees continued to meet the requirements of our federal workshare agreements and offer the highest quality of service to our clients in the state of Kentucky meeting the mandates of the Kentucky Civil Rights Act. The Commission continued this year as a voice reaching all sections of our Commonwealth; promoting mutual respect among people and the eradication of illegal discrimination in Kentucky.

George W. Stinson

Chair

John F. Johnson

Executive Director

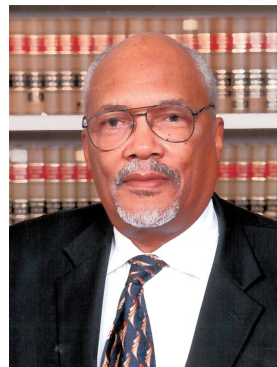
KENTUCKY HUMAN RIGHTS BOARD OF COMMISSIONERS



Robert Asseo
6th District
Florence, KY

Duane Bonifer
3rd District
Greensburg, KY

Richard Brown
2nd District
Owensboro, KY



Dr. Doris Clark Sarr
State-at-Large
Murray, KY

Samuel R. Coleman, Jr.
State-at-Large
Middlesboro, KY

Henry Curtis
5h District
Louisville, KY



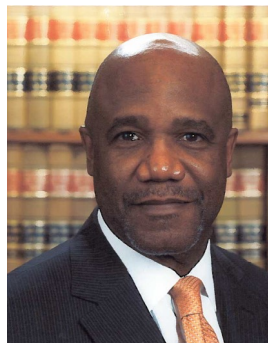
Carol L. Jackson
7th District
Ashland, KY

Dr. Sandra Moore
State-at-Large
Richmond, KY

Timothy W. Thomas
1st District
Madisonville, KY



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



Rev. D. Anthony Everett
Vice-Chair
State-at-Large
Lexington, KY

The Kentucky Governor appoints the 11 members of the Kentucky Commission on Human Rights Board of Commissioners. The members represent the state population by the seven Kentucky 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.

ABOUT THE KENTUCKY COMMISSION ON HUMAN RIGHTS

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”

The Kentucky Commission on Human Rights is the state government authority that protects people from discrimination by enforcing laws that guarantee civil rights.

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

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 also enforces the United States Civil Rights Act.

The Commission consists of the Executive Director, agency personnel, and the Board of Commissioners.

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 for 58 years.

When the Kentucky General Assembly and Governor Bert Combs created the Commission 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 the 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 the law for the people of the Commonwealth of Kentucky.

The law made Kentucky the first state in the south to prohibit discrimination.

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 collaboration, communications, education, outreach, and training to vigorously carry out this task.

THE KENTUCKY CIVIL RIGHTS ACT

The Kentucky Civil Rights Act makes it unlawful to discriminate against people. The law 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 person's, 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**. Not all protected classes are covered in every listed area:

Age

Color

Disability

Familial Status

National Origin

Race

Religion

Sex

Tobacco-Smoking Status

The law protects people in the following areas:

Housing

Employment

Public Accommodations

Financial Transactions

It is against the law to retaliate against any person who has made a discrimination complaint to the **Kentucky Commission on Human Rights**.

Through its affiliations with the U.S. Department of Housing and Urban Development (HUD) and the U. S. Equal Employment Opportunity Commission (EEOC), 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 anti-discrimination laws.

THE KENTUCKY COMMISSION ON HUMAN RIGHTS ENFORCES YOUR RIGHTS TO EQUALITY

Housing

It is against the law to discriminate against any person who seeks to rent or own housing, based on the person's color, disability, familial status (whether one lives 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 a home, condominium, apartment, trailer or lot, where you choose.

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 because 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 (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, theaters, 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 certain protected classes, including race, color, religion, national origin 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 has assisted in any manner in an investigation or proceeding under the Kentucky Civil Rights Act.

ENFORCEMENT OF CIVIL RIGHTS LAW

FILING A COMPLAINT:

A person who believes he or she has been illegally discriminated against may contact the Commission by phone, mail, email, 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 gathers 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 person 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 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. Commission 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.

WHAT WE DO

The Kentucky Commission on Human Rights receives calls almost every day from people who are afraid or who are under great stress or who are requesting information. Simply, people turn to us for help.

Callers and visitors may be unsure as to what the Commission does or that the agency function is to enforce, protect and raise awareness of everyone’s civil rights through anti-discrimination laws. Frequently, without knowing specifically how we can help, people contact the Commission because that believe we can help. We are relied upon as the Human Rights Commission of the Commonwealth of Kentucky State Government.

Contact comes from people from across the state. Our mission is to help each person that contacts us and enforce the laws making discrimination illegal. Our staff are professionally trained to communicate with people who believe their jobs are in jeopardy. Or they may be afraid they are going to be evicted at any moment or intimidated out of their homes because of perceived discrimination or hate. Callers are sometimes humiliated or embarrassed and believe they have been refused service by a sales person in a store or restaurant because of national origin or disability.

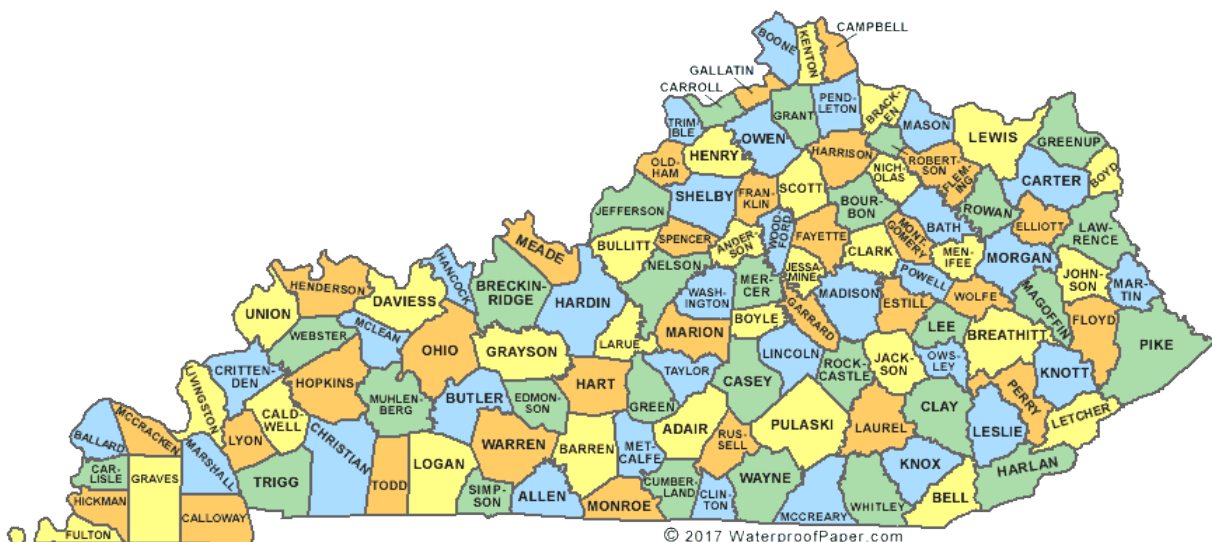
If callers contact us with a non-civil rights– related need, we work to help them reach the appropriate authority or organization that can assist them. Every person in Kentucky is important. Every individual counts and deserves courtesy and respect. The Commission is committed to assisting the public and to enforcing anti-discrimination law with the force and authority of the Kentucky Civil Rights Act and the U.S. Civil Rights Act.

In FY2019 individuals contacted the agency with questions about civil rights or to ask for help in bringing about solutions to problems such as perceived community-wide or group racism or hate against people because of their race, color, language spoken, ethnicity, disability, and gender. People also called asking for civil rights training and/or information.

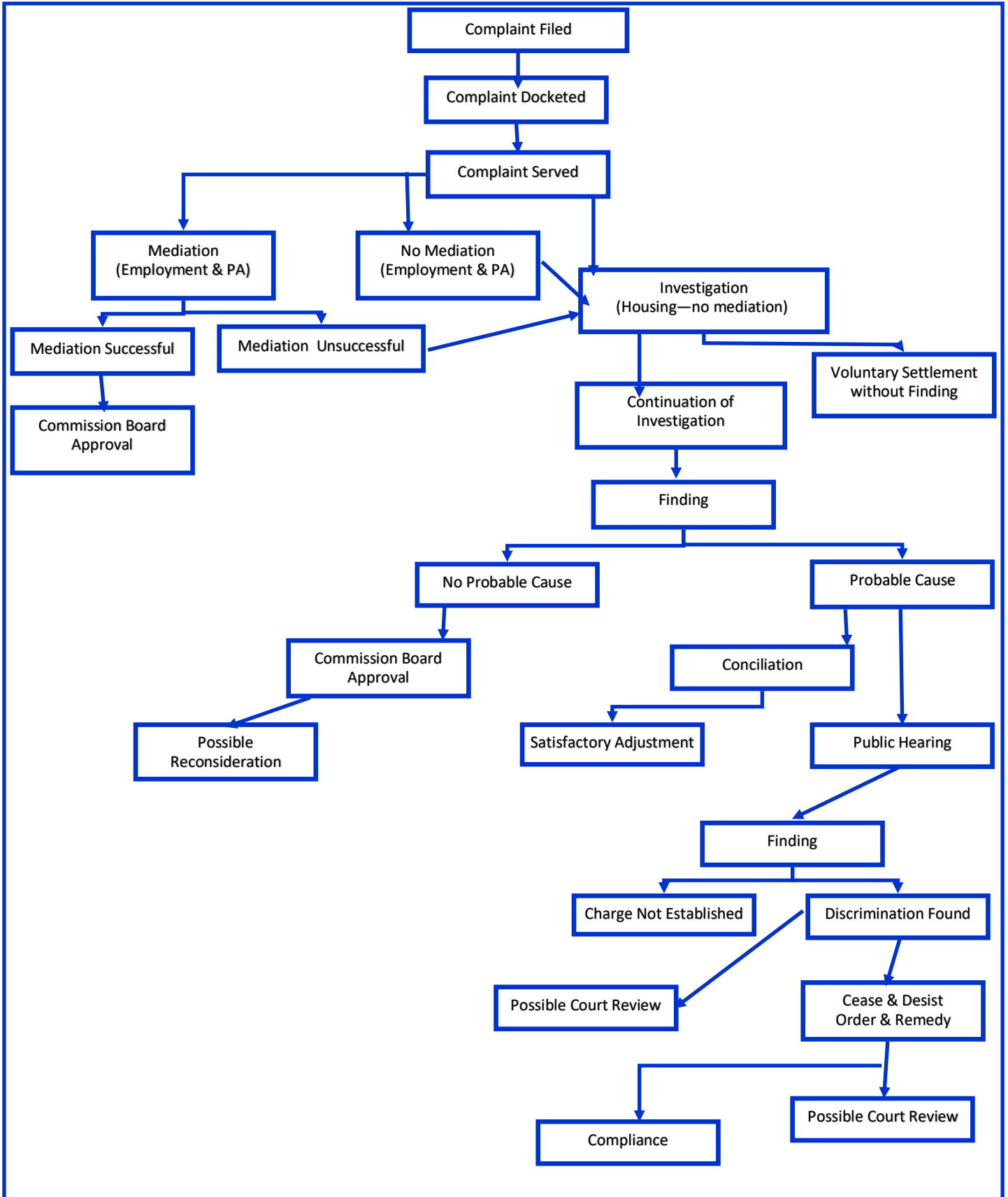
The Commission intake staff received 2731 inquiries of which 1,756 were completed online. Of the 975 non web-based inquiries 425 were related to employment; 136 were related to housing; 75 were related to public accommodations; and, 3 were related to financial transactions. The remaining inquiries were either non-jurisdictional, or unable to be identified.

The term “intake” refers to a defined, official process used to interview contacts who believe they are victims of unlawful discrimination. People are interviewed by staff members, forms are completed, and officials determine whether the intakes met the criteria needed in order to file a discrimination complaint, according to the stipulations of the Kentucky Civil Rights Act and the U. S. Civil Rights Act.

Intakes that met all of the jurisdictional requirements of the Kentucky and U.S. Civil Rights Acts resulted in the Commission filing **290** official discrimination complaints this fiscal year.



CASE PROCESSING FLOW CHART



CASES FILED

Equal Opportunity



Equal Treatment

10-FISCAL YEAR COMPARISON NUMBER OF DISCRIMINATION COMPLAINTS FILED

AREA	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
EMPLOYMENT	228	262	229	212	260	213	147	144	237	179
HOUSING	47	25	53	41	45	55	47	87	80	48
PUBLIC PUBLICATIONS	47	42	51	33	56	47	41	33	33	19
FINANCIAL TRANSACTIONS	0	0	0	0	0	0	0	0	0	0
TOTAL	322	329	333	286	361	315	235	264	350	246

246 Complaints Filed in FY2018

10-YEAR TOTAL NUMBER OF DISCRIMINATION COMPLAINTS FILED

EMPLOYMENT = 2,111

HOUSING = 528

PUBLIC ACCOMMODATIONS = 402

FINANCIAL TRANSACTIONS = 0

TOTAL = 3,041

COMPLAINTS FILED BY BASIS

FY2009 - FY2018

BASIS	2009	2010	2011	2012	2013
RACE OR COLOR	125	128	143	97	123
SEX	67	63	38	119	65
AGE	34	38	35	26	37
RELIGION	9	9	9	4	6
DISABILITY	73	68	94	76	84
NATIONAL ORIGIN	24	24	23	17	17
RETALIATION	28	40	27	29	42
FAMILIAL STATUS	8	2	6	11	5
SMOKING	1	2	0	1	1
TOTALS	369	373	375	380	380

Note: There can be more bases than number of complaints filed each year because complaints may list more than one basis.

BASIS	2014	2015	2016	2017	2018	10-Year Grand Totals
RACE OR COLOR	93	103	89	124	98	1123
SEX	53	57	61	43	43	609
AGE	30	40	21	29	41	331
RELIGION	13	11	11	4	4	80
DISABILITY	35	80	99	110	88	807
NATIONAL ORIGIN	16	33	38	21	19	232
RETALIATION	35	58	24	17	48	348
FAMILIAL STATUS	0	3	4	2	5	46
SMOKING	3	3	0	0	1	12
TOTALS	278	388	347	350	322	3588

CASES CLOSED

*The Commission
helped complainants receive **\$219,525** in FY2018.
That amount does not include dollars complainants received in the 23 private
settlements.*

Mediation Settlements

The agency successfully closed **15** complaint cases through mediation. The process of mediation can help case parties to resolve complaints quickly and avoid investigation. The mediation monetary settlement amount totaled **\$86,700** for fiscal year 2018. There were other settlement terms, among which were, a full-time job paying **\$32,000** annually, and other non-monetary settlements including neutral references.

The Mediation Unit successfully impacts the service of the Commission. Mediation is an informal and confidential process through which opposing parties meet face to face to discuss the alleged discrimination incidents that resulted in a complaint. The complainants and respondents negotiate voluntary resolution of the disputes under the guidance of a Commission attorney. Settlement is voluntary in mediations, and the results are protected by privacy clauses.

The Commission Mediation Unit uses the facilities of local human rights commissions and city halls throughout the state. This enhances the ability of the Commission to reach the 120 counties of the state and promotes agency visibility. Due to budget cuts, however, mediation travel was restricted to few locations away from Louisville this year.

Private Settlements

Twenty-three complaint withdrawals resulted in private settlements once all parties were informed a Commission complaint was filed or during investigation. Complainants were then able to negotiate private settlements with their respondents. In private settlements, parties preferred to privately settle the complaints rather than undergo the completion of a Commission investigation and a possible ruling. The dollar amounts are unknown to the Commission or the public; as a part of the terms of these settlements.

Conciliation Agreements

The Commission negotiated **21** conciliation agreements between complainants and respondents during the investigation phase. Monetary compensation in these cases resulted in a total of **\$20,825** for the complainants. Respondents agreed to comply with anti-discrimination laws, change policies to comply with these laws, undergo compliance training, grant reasonable accommodations, correct disability accessibility issues, and, submit to Commission compliance monitoring.

Probable Cause Conciliations

The agency negotiated conciliation agreements in **four** cases where it was determined probable cause existed and discrimination may have occurred. The total compensation through these probable cause conciliations was **\$80,000**.

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.

Final Orders

No Administrative Hearings were held during fiscal year 2018.

*Kentucky Commission on Human Rights commissioners may undergo legal training and certification according to law to act as hearing officers. A hearing officer is an official appointed by a government agency to conduct an investigation or administrative hearing so that the agency can exercise its statutory powers. **Commissioners Richard Brown, Doris Clark-Sarr, D. Anthony Everett, Carol Jackson and Sandra Moore** served in this capacity during this fiscal year.*

10 YEAR COMPARISON DISCRIMINATION COMPLAINT CASE CLOSURES

274 complaint cases closed in FY2019

FY2009 - FY2013

RULINGS BY COMMISSION	2009	2010	2011	2012	2013
NO PROBABLE CAUSE	244	252	337	186	209
CONCILIATION DURING INVESTIGATION	19	10	15	12	12
WITHDRAWAL & RIGHT TO SUE	26	39	23	34	40
WITHDRAWAL & SETTLEMENT	52	42	37	32	44
FINAL RULING JUDGEMENT	0	2	0	0	1
PROBABLE CAUSE CONCILIATION	7	4	10	14	16
SUCCESSFUL MEDIATION	27	34	17	28	23
TOTALS	375	383	439	306	345

FY2014 - FY2018

RULINGS BY COMMISSION	2014	2015	2016	2017	2018
NO PROBABLE CAUSE	203	187	176	158	135
CONCILIATION DURING INVESTIGATION	6	18	7	16	21
WITHDRAWAL & RIGHT TO SUE	76	49	53	65	22
WITHDRAWAL & SETTLEMENT	43	42	28	40	21
FINAL RULING JUDGEMENT	0	0	3	1	0
PROBABLE CAUSE CONCILIATION	9	10	13	6	4
SUCCESSFUL MEDIATION	25	16	18	18	15
TOTALS	362	322	298	304	218

***3,236 complaint cases closed FY2010 to FY2019**

**The number of cases closed is higher than the number of cases filed for the 10 year period since cases often carry over from previous years.*

LEGAL CASES SYNOPSIS

July 1 , 2018—June 30, 2019

ACTIVE POST-CAUSE ADMINISTRATIVE CASES (FY2018-2019)

	DISABILITY	SEX	RELIGION	RACE	NATIONAL ORIGIN	FAMILIAL STATUS	DESIGN CONSTRUCTION	TOTAL
EMPLOYMENT/PUBLIC ACCOMMODATIONS	8	4	3	2	1	n/a	n/a	18
HOUSING	12	1	0	2	1	4	2	22
TOTALS	20	5	3	4	2	4	2	40

POST-CAUSE CONCILIATIONS (\$) DURING (FY2018-2019)

	NUMBER OF CASES	BASIS	(\$) COMPENSATION
EMPLOYMENT/PUBLIC ACCOMMODATIONS	1	DISABILITY	\$50,000
HOUSING	3	DISABILITY	\$26,000
TOTAL COMPENSATION TO COMPLAINANTS:			\$76,000

NOTEWORTHY POST CAUSE CONCILIATIONS

FY2019

REMOVING IMPEDIMENTS TO FAIR HOUSING & REQUESTS FOR REASONABLE ACCOMMODATIONS

In two companion cases, *Barnes v. Hillcrest Apartments of Ashland, Ltd., et al.* and *Baker v. Hillcrest Apartments of Ashland, Ltd., et al.*, the complainants, *Barnes* and *Baker* alleged that *Hillcrest Apartments* discriminated against them because of their respective disabilities. More specifically, *Barnes* and *Baker* filed separate complaints with the Commission alleging that *Hillcrest Apartments* had, in effect, unlawfully denied their individual requests for a reasonable accommodation by requiring that such requests be made in strict compliance with the procedures of *Hillcrest Apartments*, and on its specific forms. Such requirements exceeded that which are required by law, and therefore, constituted an unlawful housing practice in violation of Title VIII of the Civil Rights Act of 1968, (42 U.S.C. 3601, et seq.) and the Kentucky Civil Rights Act. *Hillcrest Apartments* denied any wrongdoing.

After investigation, the Commission's legal staff issued a Determination of Probable Cause, after which, *Hillcrest Apartments* elected to have the claims decided in Circuit Court. During the court proceeding, the parties agreed to conciliate both cases. On November 16, 2017, the Commission ratified the parties' Conciliation Agreement containing the following terms and conditions:

- No admission of wrongdoing by the respondent(s); Conciliation payments to *Barnes* and *Baker* in the amount of \$10,000 each; Respondent must prominently display HUD and Commission fair housing posters in their rental offices; Respondent's employees, which are involved with rental property or other housing accommodations must undergo fair housing training;

- Respondent must revise its policies, practices and procedures to:

- allow disabled persons to request reasonable accommodations without following strict procedures or using forms prepared by respondent; to engage openly with disabled persons and to promptly respond to their requests for reasonable accommodations; to cease requiring that disabled persons provide medical documentation when their disability is obvious or known by staff; to remove from its "Assistance Animal Policy" the unlawful requirement that "service animals must be trained; to maintain a reasonable accommodation log in order to maintain comprehensive records on each reasonable accommodation request and its response thereto; and,

- Respondent must report any housing discrimination complaints that may have been made against it to HUD quarterly for a period of two years.

CARING FOR DISABLED FAMILY MEMBERS

In *Crowder v. Strobel*, the complainant's stepson was rendered profoundly disabled as a result of an unfortunate car accident. Citing insurance and liability concerns, the complainant's landlord would not permit the disabled stepson, who was essentially bed ridden, to reside with the complainant in her apartment. Under KRS 344.360(9) and (10), it's unlawful for a housing provider to discriminate in the provision of services or facilities in connection with a housing accommodation because of a disability of that person, or of any person associated with that person.

The respondent denied any wrongdoing. The Complainant's stepson voluntarily moved out of Complainant's apartment.

After investigation, the Commission found probable cause, but prior to issuing a formal charge of discrimination, the parties engaged in conciliation efforts, which resulted in a Conciliation Agreement, ratified by the Commission on November 16, 2017, based on the following terms:

- No admission of wrongdoing by the Respondent;

- Rent credit to the Complainant in the amount of \$6,600;

- Complaint granted the right to renew her current lease for a year at the same rent;

- Respondent must review fair housing laws and file an annual report with the Commission that includes disclosure of any subsequent housing discrimination complaint which may have been made against the Respondent during the preceding year; and.

- The Respondent must adopt and prominently display a Fair Housing Policy.

NOTEWORTHY POST CAUSE CONCILIATIONS

FY2019

WHEN BUILDING MULTI-FAMILY HOUSING ACCOMMODATIONS...ACCESSIBILITY MATTERS!

Title VIII of the Fair Housing Act of 1968 and KRS 344.360 (11)(c) of the Kentucky Civil Rights Act each impose accessibility requirements in connection with the design and construction of multifamily housing accommodations built after January 1, 1993 to ensure they are accessible to persons with disabilities. Builders, designers, owners and other potentially liable parties who fail to meet these accessibility requirements do so at their peril. If violations are later discovered, the remedies could include monetary damages, penalties, injunctions and costly remedial work to bring the unit(s) into compliance.

The Commission’s staff attorneys were able to successfully conciliate two (2) “design and construction” cases during FY2017-18. In both cases, the Lexington Fair Housing Council, (LFHC), a non-profit fair housing advocacy organization, conducted an “accessibility survey” on Respondents’ multifamily housing accommodations. In both cases, the LFHC found Respondents’ facilities to be out of compliance with various accessibility requirements. Each Respondent denied any wrongdoing.

After investigation, Commission staff recommended that the cases be accepted by the legal unit for probable cause. Prior to the issuance of a formal charge, Commission staff attorneys brokered Conciliation Agreements which were ratified by the Commission on November 16, 2017, containing the following general terms and conditions:

No admission of wrong doing;

Respondents to correct non-compliant accessibility features, including the following:

Over an eight (8) year period, Respondents were required to ensure access to common areas, install ramps for wheel chair access and widen multiple thresholds; Provide an accessible route to the leasing office; and, Retrofit light switches, electrical outlets and environmental controls in covered units to make them accessible by height and location in covered units;

Each Respondent agreed to various training and reporting requirements.

CIVIL ACTIONS FILED BY THE COMMISSION ON BEHALF OF COMPLAINANTS WHICH WERE ACTIVE (FY2018)

	TYPE	BASIS	STATUS
KCHR v. HILLCREST APARTMENTS BOYD Circuit Court, 15-CI-00796	HOUSING	DISABILITY	DISMISSED AS SETTLED
KCHR v. HILLCREST APARTMENTS BOYD Circuit Court, 15-CI-00773	HOUSING	DISABILITY	DISMISSED AS SETTLED
KCHR v. JERRY HALL & CORA HALL BOYD Circuit Court, 15-CI-00277	HOUSING	DISABILITY	ACTIVE
KCHR v. GUS CRANK & PENNY CRANK BOONE Circuit Court, 15-CI-01197	HOUSING	SEXUAL HARASSMENT	ACTIVE
KCHR v. EWING PROPERTIES, INC.et al. SIMPSON Circuit Court, 15-CI-00333	HOUSING	DISABILITY	ACTIVE
KCHR v. ROXAINE HILL, et al. BULLITT Circuit Court, 15-CI-00990	HOUSING	DISABILITY	ACTIVE
RAMSEY MOBILE HOME PARK v. PETRUSKA, et al. PIKE Circuit Court, 15-CI-000639	HOUSING	DISABILITY	ACTIVE

EDUCATION AND OUTREACH

Fifty-eight years after its creation, the Kentucky Commission on Human Rights is pressing forward. The vision, a Kentucky united against discrimination and united for equality, continues to drive its work today.

In an increasingly challenging world, the Commission reaches out to bring peaceful relations and mutual respect among people in the Commonwealth of Kentucky, and beyond.

The Commission conducted education and outreach, and participated in meetings with other agencies, organizations, and individuals, who work toward civil rights. Kentucky's 26 local human rights commissions were helped by training their commissioners. Information was shared through literature, the press, social media, and exhibits. Special events, conferences and meetings, to educate the public about historic and current-day human and civil rights issues were held and/or participated in.

Training was provided to the Kentucky immigrant population about civil rights and the responsibilities that come with them.

Employers and others were trained on how to avoid sexual harassment, racial and other Kentucky Civil Rights Act violations. Police officers, were addressed, at their request, regarding police/community relations.



Orientation for new commissioners at the Paducah Human Rights Commission.



Above, Commission information display at the "March to Move" in Frankfort



Education/Outreach and Intake Supervisor, Mary Ann Taylor training youth of the Paducah Human Rights Commission

EDUCATION AND OUTREACH ACTIVITIES

Education and Outreach Staff participated in and/or conducted over **40** training events and other activities during FY2018. Listed below are some, but not all, of these activities.

STAFF ATTENDED AND/OR PARTICIPATED IN THE FOLLOWING EVENTS:	
1/15/2018	Annual NAACP MLK March , Richmond KY
3/6/2018	"Women's Day" A Celebration of women's accomplishments during women's History Month, hosted by La Casita Center, Louisville KY
3/7/2018	Refugee Day in Frankfort , an annual event when refugees and immigrants visit KY state legislators in to advocate for immigrant and refugee rights. Frankfort, KY
4/26/2018	Fair Housing Conference sponsored by the Lexington Fair Housing Council and the Kentucky Commission on Human Rights, Louisville KY
4/28/18-4/11/2018	Fair Housing 50th Anniversary Celebration hosted by West Palm Springs FL Human Rights Commission, West Palm Springs, FL
5/5/2018	The March to Move , a march organized by The Peoples Campaign to encourage citizens of the Commonwealth to vote during the 2018 elections, Frankfort, KY
June Pride Activities	Staff shared agency material through exhibits and information tables at Pride Month activities hosted by community agencies and partners.

EDUCATION AND OUTREACH ACTIVITIES

STAFF ATTENDED AND PARTICIPATED IN THE FOLLOWING MEETINGS HELD BY COMMUNITY PARTNERS, AGENCIES AND LOCAL COMMISSIONS:	
12/5/2017	Shelby County, Simpsonville, and Shelbyville Human Rights Commission Meeting
02/28/2017-03/01/2017	Annual Meeting of Kentucky State University and University of Kentucky Extension Office Activities
1/4/2018	Covington Human Rights Commission Meeting
1/8/2018	Shelby County, Simpsonville, and Shelbyville Human Rights Commission Meeting
1/9/2018	Fair Housing and Equal Employment Meeting for Immigrants, Paris, KY
1/12/2018	Refugee Connect w/ Junior League of Cincinnati, OH
3/1/2018	Covington Human Rights Commission Meeting
3/5/2018	Shelbyville Human Rights Monthly Meeting
3/10/2018	Maysville City Attorney Meeting re: New Human Rights Commission in Park Hills KY
3/27/2018	Maysville Human Rights Commission Meeting
03/27/18-03/28/18	Operation Preparation Program , a life skills preparation program for at-risk young men hosted by the Newport High School, Newport Kentucky
4/5/2018	Covington Human Rights Commission Meeting
4/11/2018	Meeting with Covington KY City Attorney to discuss the Human Rights ordinance
4/12/2018	Maysville Human Rights Commission Meeting
4/30/2018	Meeting with immigrants and Customs (ICE) personnel , to discuss immigrant and refugee human and civil rights. Cincinnati OH.
5/7/2018	Shelbyville Human Rights Monthly Meeting
5/17/2018	Monthly Covington Human Rights Commission Meeting

EDUCATION AND OUTREACH ACTIVITIES

STAFF PRESENTED AT THE FOLLOWING WORKSHOPS AND CONFERENCES:	
11/9/2017	ESL Immigration and Refugee Students, Human and Civil Rights Workshop , Newcomer Academy, Louisville KY
11/9/2017	Fair Housing Conciliation Training , Elizabethtown KY
11/10/2017	Equal Employment Opportunity Laws , Berea KY
12/8/2017	Fair Housing and Equal Employment Opportunity Laws for Immigrants , Florence KY
1/10/2018	Fair Housing Training , Louisville KY
1/29/2018	Diversity Training , Fort Knox, KY
2/22/2018	Human Rights Commission Technical Assistance , Morehead KY
4/2/2018	Berea KY Civil Rights Commission Technical Assistance/Sexual Harassment Training
4/4/2018	Fair Housing Training/Sexual Harassment Training , Shelbyville Human Rights Commission
4/17/2018	Bardstown and Nelson County Human Rights Commission, Employment and Sexual Harassment Training
4/18/2018	Fair Housing and Equal Employment Opportunity Laws for Immigrants , Maxwell Street Legal Clinic, Lexington, KY
4/18/2018	Fair Housing Conciliation Training , Newport KY
4/19/2018	Sexual Harassment In Housing Training , Henderson KY
4/28/2018	Kentucky Association of County Treasures, Sexual Harassment Training
5/18/2018	Fair Housing and Equal Employment Opportunity Laws for Immigrants , Maxwell Street Legal Clinic, Lexington KY

LOCAL HUMAN RIGHTS COMMISSIONS IN KENTUCKY

Bowling Green Human Rights Commission

Alice Waddell, Executive Director
491 Double Spring Road
Bowling Green, KY 42101-5185
(270) 782-7900
(270) 782-7320 fax
Email: bghumanrightscom@gmail.com
<http://www.bgky.org/humanrights/index.php>
Wathetta Buford, Chair

Owensboro Human Relations Commission

Kaitlin Nonweiler, Executive Director
1650 West Second Street
P.O. Box 10003
Owensboro, KY 42302-0003
(270) 687-8670
(270) 687-8672 fax
Website: www.owensborohrc.org

Henderson-Henderson County Human Rights Commission

Jeffrey Gregory, Executive Director
P.O. Box 716
Henderson, KY 42420
(270) 831-1200, ext. 273
(270) 831-1206 fax
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Richmond Human Rights Commission

Pat Reister, Chair
Richmond City Hall
239 W. Main Street
Richmond, KY 40475
HumanRights@richmond.ky.us
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Hopkinsville Human Relations Commission

Bernard Standard, Executive Director
101 North Main Street
Hopkinsville, KY 42240
(270) 887-4010
(270) 885-0018 fax
Email: bstandard@hopkinsvilleky.us

LOCAL HUMAN RIGHTS COMMISSIONS WITHOUT STAFF

Adair County & City of Columbia Commission on Human Rights

Sharon Payne, Chair

Lexington-Fayette Urban County Human Rights Commission

Ray Sexton, Executive Director
342 Waller Avenue Suite 1 A
Lexington, KY 40504
(859) 252-0071 Ext. 222
(859) 252-7057 fax
Email: rsexton@lfuchrc.org or
Office Manager, Ms. Tami Reed, Treed@lfuchrc.org
www.lfuchrc.org

Ashland Human Rights Commission

P.O. Box 64
Ashland, KY 41101
(606) 329-8845
(606) 923-9544 cell
ashlandhumanrights@windstream.net

Louisville/Jefferson County Metro Human Relations Commission

Kendall Boyd, Executive Director
410 W. Chestnut Street, Ste. 300A
Louisville, KY 40202
(502) 574-3631
(502) 574-3190 fax
Email: hrc@louisvilleky.gov
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<http://www.louisvilleky.gov/HumanRelations>
Enforcement Board-Toni Stringer, Chair

Bardstown Human Rights Commission

Crum Spalding, Chair
29 Bluegrass Court
Bardstown, KY 40004
(502) 507-6510
maryrcrum@gmail.com
NelsonCoHumanRights@gmail.com

Mayfield Human Rights Commission

Chris Kendrick, Executive Director
112 Arbor Ridge
Mayfield, KY 42066
(270) 247-8237
Email: chris701129@cs.com
Henry Blythe, Chair
(270) 247-0651

Berea Human Rights Commission

Miriam Pride, Chair
Miriam.pride@blackburn.edu
Bereahrc@gmail.com
200 N. Broadway, Suite 20
Berea KY 40403
Phone (859) 986-0344/Home: (859) 985-8943

Covington Human Rights Commission

Rev. Charles Fann, Chair (2016)
(859) 415-9290
cfann7@twc.com
Covington Human Rights Commission
20 West Pike Street; First Floor
Covington, KY 41011
C/O Frank Warnock, City Attorney
FWarnock@covingtonky.gov
(859) 292-2311

LOCAL HUMAN RIGHTS COMMISSIONS IN KENTUCKY

Danville-Boyle County Human Rights Commission

James Hunn, *Chair*
214 Duncan Hill Street
Danville, KY 40422
(859) 236-1178
859) 238-9548
hunnj@bellsouth.net

Murray Human Rights Commission

Chair S.G. Carthell, Chair
500 Main Street
Murray, Kentucky 42071
Phone: (270) 762-0350
TDD (270) 753-1621
FAX (270) 762-0306

Frankfort Human Rights Commission

Anita C. Collins, Chairperson
City Hall Conference Room
315 West Second Street
Frankfort, KY 40601
Cindy Steinhauser, City Manager
(502) 875-8500
csteinhauser@frankfort.ky.gov

Paducah Human Rights Commission

300 South 5th Street, City Hall, Suite 106
Paducah, KY 42003
Phone: (270) 444-8643
Fax: (270) 443-8680
http://paducahky.gov/city/human_rights/human_rights.php
Secretary-Terri Taraba
Email: hrcsecretary@ci.paducah.ky.us

Franklin-Simpson County Human Rights Commission

Wanda Tuck, Chair
P.O. Box 699
Franklin, KY 42135
(270) 598-9189
tuckw@bellsouth.net

Paris Human Rights Commission

Daron Jordan, Paris City Manager
djordan@paris.ky.gov
(859) 987-2110 ext. 3102
Paris City Hall
525 High Street
Paris, KY 40361
(859) 987-2110 - dial 0 for Operator or 1 or 2 for city clerk or city manager

Hazard Human Rights Board

Paul Olinger, Chairman
517 Cedar Street
Hazard, KY 41701
Phone: (606)436-5728
Cell: (606) 233-0383
E-mail: polinger@windstream.net

Lebanon Human Rights Commission

Current Status: **Inactive**

Russellville-Logan County Human Rights Commission

Richard L. Estes, Chairman
P.O. Box 291
Russellville, KY 42276
(270) 755-6000
rlestes@logantele.com

Maysville Human Rights Commission

Mike Thomas, Chairperson
City of Maysville
216 Bridge Street
Maysville, KY 41056
(606) 564-9419 (Maysville City Hall)
(606) 759-7362

Shelbyville, Simpsonville, Shelby County Commission on Human Rights

Alvin Farris, Chair
alvin.farris@yahoo.com

Mercer County Human Rights Commission (Serving Harrodsburg, Burgin, and Mercer County)

No Chair Status: **Inactive**
P.O. Box 468
Harrodsburg, KY 40330
(859) 734-2383 Ext 102
mercercountyhrc@gmail.com

Midway, Versailles & Woodford County Human Rights Commission

P.O. Box 1733
Versailles, KY 40383
Mary Nehring, Vice Chair
Daniel Brown, Secretary 859-879-1046
dnlbrown174@gmail.com
Commission@woodfordhumanrights.com
www.woodfordhrc.org

FY2018 TRAININGS ATTENDED/CONDUCTED BY COMMISSIONERS & STAFF (PARTIAL LIST)

July 5, 2017, Education and Outreach Supervisor, Mary Ann Taylor provided a *diversity workshop* for *Hopkinsville Police Department*; approximately 50 attendees.

July 6, 2017, Human Rights Specialist Juan Peña gave a civil rights training to the *Bardstown Human Rights Commission*. The training was held at the Nelson County Public Library in Bardstown from 12pm to 2pm. Seven commissioners attended the training.

July 10, 2017, Education and Outreach Supervisor, Mary Ann Taylor, Enforcement Supervisor, LiAndrea Goatley and Housing Enforcement Officer, Cedric Irvin, Jr. gave a mini information session to *Urban Discussions Group* on Housing

July 17 – 20, 2017, Education and Outreach Supervisor, Mary Ann Taylor attended *National EEOC training* in Cleveland, OH

July 18-21, 2017, Enforcement Supervisor, LiAndrea Goatley attended the *FHAP Peer Training* in North Carolina

July 19, 2017, Covington Human Rights Specialist John C.K. Fisher gave a presentation on *police/community relations* to about a dozen officers from Lexington, Ashland, Hopkinsville and Hamilton County, Ohio, at the Radisson Riverview Hotel in Covington.

July 25, 2017, Human Rights Specialist Juan Peña gave *equal employment opportunity laws and sexual harassment workshops* to 53 farm owners and 192 immigrant farm workers. The workshops were held at Dale Seay Farm, 629 Pleasant Grove Road in Crofton, Kentucky from 8am to 5pm. This program was hosted by GAP Connections, a non-profit organization with the mission to help farmers and protect farm workers.

July 26, 2017, Human Rights Specialist Juan Peña conducted an *equal employment opportunity laws and diversity training* to the Hopkinsville Police Department. About 35 police officers attended the training.

July 27, 2017, Human Rights Specialist Juan Peña gave *equal employment opportunity laws and sexual harassment workshops* to 45 farm owners and 75 immigrant farm workers. The workshops were held at Bale Tobacco Company, 203 Production Drive in Elizabethtown from 3:30pm to 7pm. This program was also sponsored by GAP Connections.

July 28, 2017, Human Rights Specialist Juan Peña set up a booth at *2017 Community Service and Leadership Fair* at Transylvania University in Lexington. About 40 Hispanic students learned about the work of the Kentucky Commission on Human Rights.

August 2, 2017, Employment/Public Accommodations Enforcement Officer, Addie Williams and Attorney/Mediator, Alteata McWilliams went to Cincinnati for *EEOC ADA training*

August 9, and August 16, 2017, Housing Enforcement Officer, Cedric Irvin, Jr. attended *train- the- trainer training* at the Family and Children's Place in Louisville for Community Shield.

August 31, 2017, Enforcement Supervisor, LiAndrea Goatley attended a webinar on *MicroStrategy for the Housing Enforcement Management System (HEMS)*.

January 31, 2018, Enforcement officers participated in the EEOC Webinar: *Negotiating & Drafting Resolutions that Prevent Future Harassment*;

February 5, 2018, Education and Outreach Supervisor, Mary Ann Taylor, conducted intake training by phone with *Paducah Human Rights Commission* chair

February 14, 2018, Enforcement officers participated in the *EEOC Webinar ADEA at 50*;

February 15, 2018, Commission Staff attended *Sexual Harassment Prevention Training*;

February 15, 2018, Enforcement Officer Leslie Marlin attended Third Thursday Lunch re: *Redlining in Louisville*

February 19 - 23, 2018, Enforcement Officer Cedric Irvin, Jr. attended *International Development Fair Housing Investigation training*;

February 19 - 23, 2018, Education and Outreach Supervisor, Mary Ann Taylor, attended *Fair Housing Training* in Washington, D.C.

February 28, 2018, Commission Staff attended a presentation from *Legal Aid Society* about their services.

April 2, 2018, Human Rights Specialist, Juan Pena worked with the *Berea Human Rights Commission* to host a civil rights training for new board members of the Berea Human Rights Commission and the Richmond Human Rights Commission.

April 2 – 6, 2018, Commissioners Brown and Clark Sarr attended the *2018 Fair Housing Summit* in Austin, TX;

FY2018 TRAININGS ATTENDED/CONDUCTED BY COMMISSIONERS & STAFF (PARTIAL LIST_ CONTINUED)

April 4, 2018, Human Rights Specialist, Juan Pena worked with the *Shelbyville, Simpsonville, and Shelby County Human Rights Commission* to host a *fair housing training*. About 40 people attended the training.

April 4, 2018, Enforcement Unit Supervisor, LiAndrea Goatley and Enforcement Officer, Addie Williams attended *Fair Housing Center of Central Indiana Fair Housing Conference*;

April 4, 2018 KCHR had opportunity to participate in *EEOC Webinar _ Staffing Agencies (part II): Litigation, Outreach and Remedies*;

April 9 - 10, 2018, Enforcement Office Cedric Irvin and Education and Outreach Supervisor, Mary Ann Taylor, attended the Fair Housing Conference in Palm Beach, FL.;

April 10, 2018, Enforcement Unit Supervisor, LiAndrea Goatley and Enforcement Officer, Leslie Marlin attended *Fair Housing Accessibility First Disability Fair Housing Training*;

April 12 – 13, 2018, Enforcement Unit Supervisor, LiAndrea Goatley attended *Fair Housing and Civil Rights Conference* in Springfield, MA;

April 18, 2018, Education and Outreach Supervisor, Mary Ann Taylor, conducted *Fair Housing Conciliation Training* at Capital Investments in Newport KY;

April 19, 2018, Education and Outreach Supervisor, Mary Ann Taylor, conducted *Sexual Harassment in Housing Fair Housing Training* in Henderson, KY;

April 20, 2018, Enforcement Officers, Erin Spalding and Cedric Irvin are scheduled to attend the Chattanooga *Fair Housing Conference* in Chattanooga, TN;

April 26, 2018, the Commission board members and staff attended the *2018 Fair Housing Conference* co-sponsored by KCHR.

May 9, 2018, Enforcement Supervisor, LiAndrea Goatley attended the annual *Fair Employment Practices Agency (FEPA) meeting* in Indianapolis, Indiana.

June 10 – 12, 2018, Commissioners Coleman and Thomas attended the *2018 National Fair Housing Alliance conference* and participated in a Policy Briefing and Capitol Hill visit in Washington, D.C.



left, Commissioner Samuel R. Coleman, Jr. Middlesboro and Commissioner Timothy W. Thomas, right at the Fair Housing Conference in Washington, DC.

2017 CIVIL RIGHTS HALL OF FAME

The Kentucky Commission on Human Rights hosted the ninth Kentucky Civil Rights Hall of Fame Induction Ceremony on September 21, 2017; over 500 attended the event. There were 29 nominees; 19 of the nominees were inducted into the 2017 Kentucky Civil Rights Hall of Fame.



2017 Hall of Fame Inductees and Inductee Representatives

2017 Kentucky Civil Rights Hall of Fame Inductees

Jennifer Kumari Adams-Tucker

Michael Aldridge

**The late, Muhammad Ali (1942-2016)*

**The late, Alfred M. Carroll (1912-1966)*

Father Patrick Delahanty

**The late, Martha "Momfeather" Erickson (1939-2017)*

Ira Grupper

**The late, John E. Haycraft (1908-1982)*

**The late, W. J. Hodge (1920-2000)*

**The late, Fermon Wendell Knox (1923-2001)*

Brenda Martin

**The late, Rev. K.L. Moore (1923-2006)*

**The late, Charles B. Nuckolls, Sr. (1891-1965)*

Renee Shaw

Leslie Shively Smith

**The late, Archie Surratt (1919-2003)*

David W. Tandy

**The late, Joan Neal Taylor (1934-2013)*

**The late, Joseph Mansir Tydings (1905-1974)*

**deceased*

2017 CIVIL RIGHTS HALL OF FAME



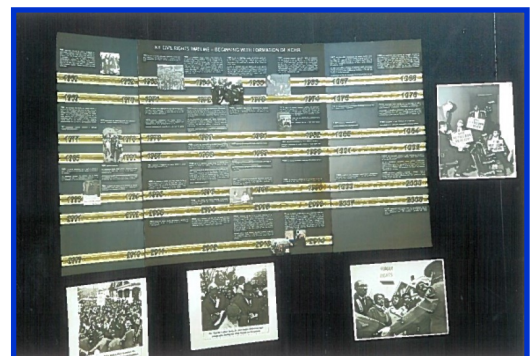
Sadiqua Reynolds, Executive Director of the Louisville Urban League and Rev. Kevin Cosby, President of Simmons Bible College, arrive at the event.



Emcee, Dawne Gee (WAVE 3 commentator) addresses the crowd.



The hundreds of guests at the 2017 Kentucky Civil Rights Hall of Fame Induction Ceremony viewed exhibits featuring civil rights history and heroes of the Commonwealth.



GEORGIA DAVIS POWERS LEGACY AWARD

This award is presented to individuals in recognition and appreciation of their devotion to advancing the cause of human and civil rights and social justice throughout the Commonwealth.



Raoul Cunningham

Received the award on September 21, 2017, for his devotion and dedication to advancing the cause of civil rights and social justice in Kentucky from Lawrence Montgomery, brother of the late Georgia Davis Powers and Commissioner Timothy Thomas (Madisonville_1st District) at the Kentucky Civil Rights Hall of Fame event as emcee, Dawne Gee, looks on.



The Honorable John Young Brown, Jr.

Former Governor of The Commonwealth of Kentucky From 1979 to 1983

Received the award on April 26, 2018 in recognition of and appreciation for his devotion and dedication to advancing the cause of civil rights and social justice in Kentucky.



The Late Honorable John Young Brown Sr. (1900-1985)

**Former U.S. Congressman and five term Member of the
Kentucky House of Representatives**

Presented on April 26, 2018 in posthumous recognition of and appreciation for his devotion and dedication to advancing the cause of civil rights and social justice in Kentucky, including his courageous co-sponsorship of the Kentucky Civil Rights Act of 1966, and his tireless legislative efforts as Majority Floor Leader of the Kentucky House of Representatives for passage of the legislation , which was then declared by Dr. Martin Luther King, Jr. to be *"...the strongest and most comprehensive civil rights bill passed by a southern state."*

GALLERY OF GREAT BLACK KENTUCKIANS

The Kentucky Commission on Human Rights introduced the Gallery of Great Black Kentuckians poster series in 1970 to recognize the achievements of African Americans who were neglected in traditional histories of the state, and to introduce African American history in Kentucky classrooms. There are currently 56 posters in the series.

Educators and libraries use the colorful, biographical-style posters, and matching bookmarks, as a teaching tool. The posters and bookmarks are provided free of charge. The poster series is used in the furtherance of human and civil rights education (history, legislation, and activities, etc.) in the Commonwealth.



Nathan Northington (Louisville) accepts a copy of the Gallery poster. He broke UK's color barrier in a game against Indiana in 1967. The following week, Mr. Northington broke the SouthEastern Conference (SEC) color barrier by playing defensive back against Mississippi.

On September 21, 2017, the 57th, 58th, 59th, and 60th Gallery of Great Black Kentuckians poster inductees were unveiled. The posters featured four University of Kentucky football players: **Greg Page, Nate Northington, Houston Hogg, and Wilbur Hackett.**



The family of the late, Greg Page, one of the football players represented on the Gallery poster, receive a copy of the poster from Chair George Stinson, Executive Director John Johnson and Commissioner Samuel Coleman, Jr. (Middlesboro_State-at-Large) at the Kentucky Civil Rights Hall of Fame event.

FY2018 ADOPTED RESOLUTIONS

- ◆ *July 8, 2017 - A resolution regarding the passing of George L. Burney, Sr.*
- ◆ *September 22, 2017 - A resolution regarding the late, Clarence "Big House" Gaines*
- ◆ *January 18, 2018, - A resolution to bestow the Georgia Davis Powers Legacy Award Upon Former Kentucky State Representative, John Y. Brown, Sr. and Jessie Warders, and Former Kentucky Governor, John Y. Brown, Jr. for their Contributions to the Advancement of Civil and Human Rights in Kentucky and Beyond*
- ◆ *March 15, 2018 - A resolution in memory of the late Commissioner Carol L. Jackson*



Carol L. Jackson

A resident of Ashland, KY, passed away March 10, 2018. She fought discrimination and injustice for more than 20 years as the chair of the Ashland Human Rights Commission. She was inducted into the Kentucky Civil Rights Hall of Fame in 2012 and served as commissioner on the Kentucky Commission on Human Rights since October 2013; representing the 7th District.

KENTUCKY COMMISSION ON HUMAN RIGHTS STAFF



John J. Johnson, Executive Director

-
Administration

Cynthia Fox, Executive Staff Assistant
Art Kaufman, Fiscal Manager
Victoria Stephens, Communications Director

-
Education and Outreach

Mary Ann Taylor, Education and Outreach and Intake Supervisor
John C.K. Fisher, Human Rights Specialist (Covington Office)
Glenda Stovall, Human Rights Specialist
Juan Pena, Human Rights Specialist

-
Enforcement

LiAndrea Goatley, Enforcement Supervisor
Cedric Irvin, Jr., Enforcement Officer
Leslie Marlin, Enforcement Officer
Wanda Melvin, Enforcement Officer
Erin Spalding, Enforcement Officer
Chad Stratton, Enforcement Officer
Addie Williams, Enforcement Officer

-
Legal

Keith Duerr, Managing Attorney
Daphne Holland, Legal Secretary
Sandra Grace, Legal Secretary

-
Mediation

Alteata McWilliams, Attorney

Special Thanks to the interns who have assisted Commission staff during this fiscal year:

<i>Mariam Davis</i>	<i>Gracie Lewis</i>
<i>Rolanda Hamilton</i>	<i>Antje Reamer</i>
<i>Oneisha Harrison</i>	<i>Angela Smith</i>



THE FAIR HOUSING ACT 1968 - 2018

Transforming Communities...Transforming Lives

For help in Kentucky, call
The Kentucky Commission on Human Rights
1-800-292-5566

Fair Housing is your right. Use it!

