



ANNUAL REPORT FY2019

Kentucky Commission on Human Rights

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KENTUCKY COMMISSION ON HUMAN RIGHTS

FY2019 Annual Report (July 1, 2018 – June 30, 2019)

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“Injustice anywhere is a threat to justice everywhere.”

– Martin Luther King Jr.

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 FY2019 annual report. The enclosed information highlights activities during the state reporting period of July 1, 2018 to June 30, 2019. 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. The Commission filed 291 discrimination complaints, 45 more than the previous year, and closed 295 complaints. The Commission had the highest average of Caused cases over the past five years of any agency in the Region and of any state agency in the nation. Caused cases are cases that the Commission's Legal Department has determined have sufficient evidence of discrimination to proceed forward with an Administrative Hearing or filing in Circuit Court.

The Commission continued its mission to inform Kentuckians about their rights to equality and about the obligation to comply with anti-discrimination laws. Throughout this report, you will see highlights of the commission's work of the past fiscal year. Like other state agencies, we continue to carry out the mission of the Kentucky Commission on Human Rights with reduced staff and budget. Our goal is to "preserve the public safety, health, and general welfare, and to further the interest, rights, and privileges of individuals within the state (Kentucky Civil Rights Act)."

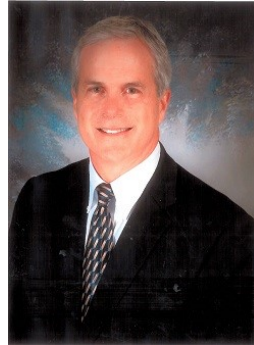
Alma Randolph

Chair

John F. Johnson

Executive Director

KENTUCKY HUMAN RIGHTS BOARD OF COMMISSIONERS



Adam B. Futrell
1st District
Paducah, KY

Jerry E. Cowherd
3rd District
Greensburg, KY

Vincent K. Cummins
4th District
Louisville, KY



Debbie Cole
5th District
Lexington, KY

Rebecca V. Cuzick
6th District
Elsmere, KY

Kem Delany-Ellis
State-at-Large
Shelbyville, KY



Luis David Fuentes
State-at-Large
Frankfort, KY

Yvette A. Goodwin Jamison
State-at-Large
Louisville, KY

Garnetta Sweeney Smith
State-at-Large
Louisville, KY



Alma L. Randolph, Chair
2nd District
Owensboro, 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 Board of Commissioners, Executive Director, and agency personnel.

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 59 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 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 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**. 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. One has 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 they 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 goal 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. People 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 laws 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.

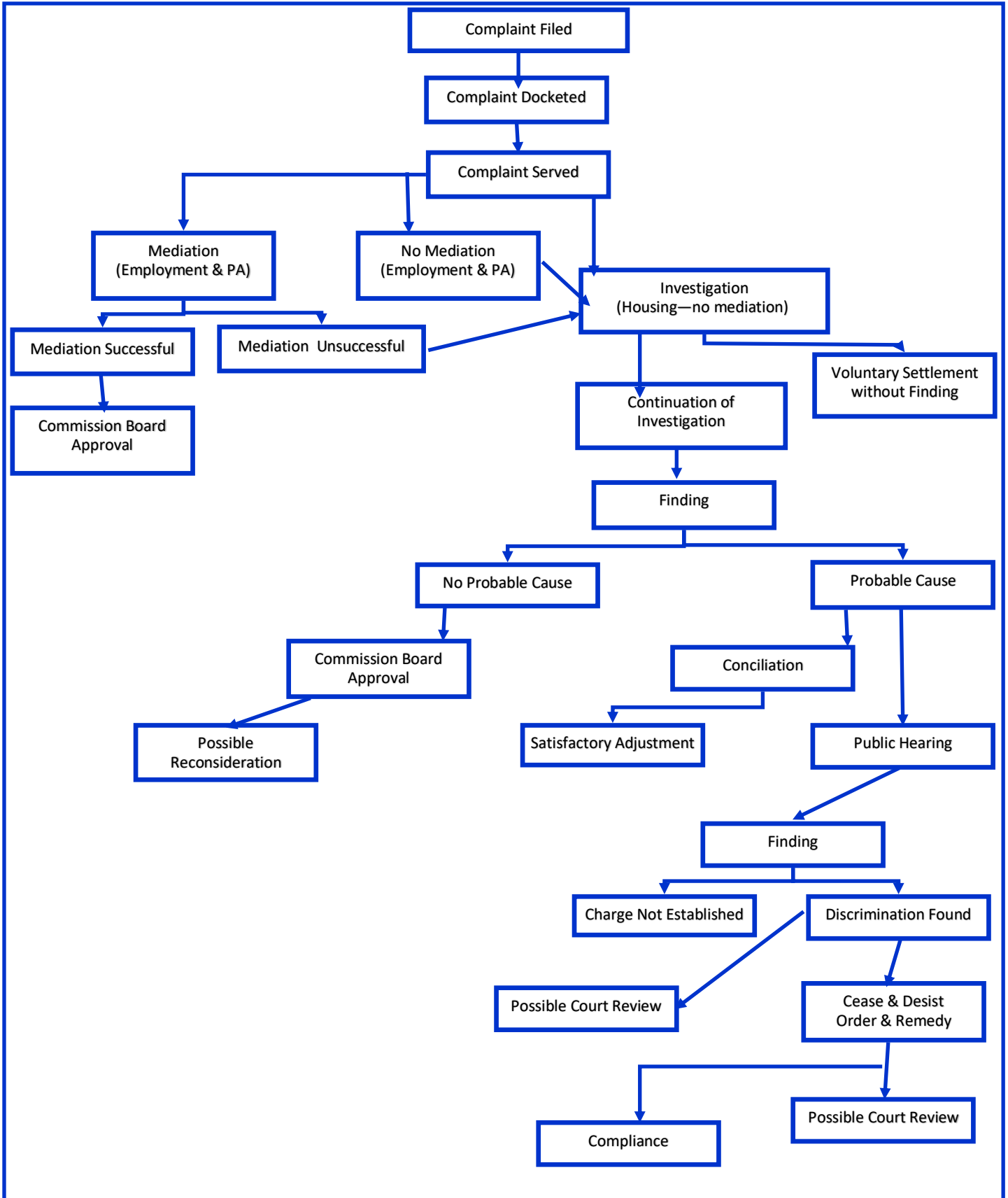
The Commission intake staff received 1209 inquiries. Of that 1209, 596 were employment, 152 were housing, 8 were financial transactions, and 117 were public accommodation inquiries. The remaining inquiries were either non-jurisdictional, or unable to be identified.

The term “intake” refers to a defined, official process used to interview persons who believe they were 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 **291** official discrimination complaints this fiscal year.

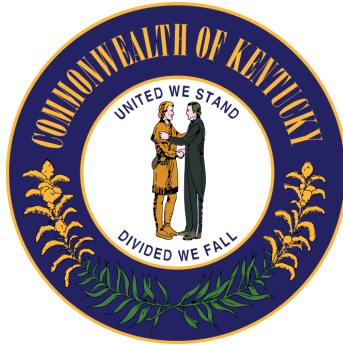


CASE PROCESSING FLOW CHART



CASES FILED

Equal Opportunity



Equal Treatment

10-FISCAL YEAR COMPARISON NUMBER OF DISCRIMINATION COMPLAINTS FILED

AREA	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
EMPLOYMENT	262	229	212	260	213	147	144	237	179	209
HOUSING	25	53	41	45	55	47	87	80	48	46
PUBLIC PUBLICATIONS	42	51	33	56	47	41	33	33	19	36
FINANCIAL TRANSACTIONS	0	0	0	0	0	0	0	0	0	0
TOTAL	329	333	286	361	315	235	264	350	246	291

291 Complaints Filed in FY2019

10-YEAR TOTAL NUMBER OF DISCRIMINATION COMPLAINTS FILED

EMPLOYMENT = 2,092

HOUSING = 526

PUBLIC ACCOMMODATIONS = 391

FINANCIAL TRANSACTIONS = 0

TOTAL = 3,009

COMPLAINTS FILED BY BASIS FY2019

Total number of filed complaints = 291 combined total cases

Employment = 209 total cases (16 of which were Equal Employment Opportunity Commission transfers)

Housing = 46 total cases

Public Accommodation = 36 total case

Employment cases filed by basis—209

Filed on a single basis

BASIS	Filed on a
RACE OR COLOR	30
SEX	14
AGE	17
RELIGION	1
DISABILITY	19
NATIONAL ORIGIN	4
RETALIATION	5
FAMILIAL STATUS	0
SMOKING	0
TOTALS	90

Filed on dual basis

BASIS	Filed on dual basis
SEX, AGE	1
RACE, SEX	6
RACE, AGE	7
RACE, RETALIATION	26
AGE, RETALIATION	1
DISABILITY, AGE	5
RELIGION, RETALIATION	1
RELIGION, DISABILITY	1
DISABILITY, RETALIATION	7
NATIONAL ORIGIN, RETALIATION	5
SEX, RETALIATION	19
RACE, DISABILITY	3
NATIONAL ORIGIN, AGE	2
TOTAL	84

Please note the remaining 35 complaints list 3 or more

COMPLAINTS FILED BY BASIS FY2019

Housing cases filed by basis—46

Filed on a single basis

BASIS	Filed on a
RACE	8
SEX	6
AGE	0
RELIGION	0
DISABILITY	17
NATIONAL ORIGIN	2
RETALIATION	0
FAMILIAL STATUS	3
SMOKING	0
TOTALS	36

Filed on dual basis

BASIS	Filed on a
RACE, DISABILITY	3
SEX, RETALIATION	1
RACE, SEX	2
RACE, FAMILIAL STATUS	2
DISABILITY, RETALIATION	2
TOTALS	10

Public Accommodation Complaints filed by basis—36

All Public Accommodation cases were filed on a single basis

BASIS	Filed on a
RACE OR COLOR	17
SEX	1
AGE	0
RELIGION	1
DISABILITY	15
NATIONAL ORIGIN	2
RETALIATION	0
FAMILIAL STATUS	0
SMOKING	0
TOTALS	36

COMPLAINTS FILED BY BASIS

FY2010 - FY2019

BASIS	2010	2011	2012	2013	2014
RACE OR COLOR	128	143	97	123	93
SEX	63	38	119	65	53
AGE	38	35	26	37	30
RELIGION	9	9	4	6	13
DISABILITY	68	94	76	84	35
NATIONAL ORIGIN	24	23	17	17	16
RETALIATION	40	27	29	42	35
FAMILIAL STATUS	2	6	11	5	0
SMOKING	2	0	1	1	3
TOTALS	373	375	380	380	278

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

BASIS	2015	2016	2017	2018	2019	10-Year Grand Totals
RACE OR COLOR	103	89	124	98	100	1,098
SEX	57	61	43	43	50	592
AGE	40	21	29	41	33	330
RELIGION	11	11	4	4	4	75
DISABILITY	80	99	110	88	17	751
NATIONAL ORIGIN	33	38	21	19	15	223
RETALIATION	58	24	17	48	67	387
FAMILIAL STATUS	3	4	2	5	5	43
SMOKING	3	0	0	1	0	11
TOTALS	388	347	350	322	326	3519

CASES CLOSED

*The Commission
helped complainants receive \$57,900.00 in FY2019.
That amount does not include dollars complainants received in the 32 private
settlements.*

Mediation Settlements

For the fiscal year July 1, 2018-June 30, 2019, the unit received 215 cases. There were a total of 206 cases sent to the Enforcement Unit. There were a total of 31 Complainants and Respondents to choose mediation. Thirty-two cases were mediated, and twenty-one cases were successfully mediated. The total settlement amount for the fiscal year was \$67,600 and in one case the Complainant was allowed to resign instead of being terminated and a probation extension was removed from his personnel file. In another case the Respondent agreed to provide Complainant with an accommodation.

The Mediation Unit has continued to use the facilities of local Human Rights Commissions and City Halls throughout the state. It enhances the states relationship with the local agencies and promotes the agencies visibility in other communities.

Private Settlements

Thirty-two (32) complaint withdrawals resulted in private settlements. Complainants were 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 13 (eight post cause conciliations for a total monetary amount of \$35,000.00 and five pre cause conciliations for a total monetary amount of \$22,900.00) conciliation agreements between complainants and respondents during the investigation phase. Monetary compensation in these cases resulted in a total of 57,900.00 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 eight cases where it was determined probable cause existed and discrimination may have occurred. The total compensation through these probable cause conciliations was \$35,000.00.

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

There was one Administrative Hearing held during fiscal year 2019.

*Kentucky Commission on Human Rights commissioners 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 Vincent Cummins, Luis David Fuentes, Rebecca V. Cuzick and Yvette Goodwin Jamison** served as hearing officers.*

10 YEAR COMPARISON DISCRIMINATION COMPLAINT CASE CLOSURES

295 complaint cases closed in FY2019

FY2010 - FY2014

RULINGS BY COMMISSION		2010	2011	2012	2013	2014
NO PROBABLE CAUSE		252	337	186	209	203
CONCILIATION DURING INVESTIGATION		10	15	12	12	6
WITHDRAWAL & RIGHT TO SUE		39	23	34	40	76
WITHDRAWAL & SETTLEMENT		42	37	32	44	43
FINAL RULING JUDGEMENT		2	0	0	1	0
PROBABLE CAUSE CONCILIATION		4	10	14	16	9
SUCCESSFUL MEDIATION		34	17	28	23	25
TOTALS		383	439	306	345	362

FY2014 - FY2018

RULINGS BY COMMISSION		2015	2016	2017	2018	2019
NO PROBABLE CAUSE		187	176	158	135	202
CONCILIATION DURING INVESTIGATION		18	7	16	21	5
WITHDRAWAL & RIGHT TO SUE		49	53	65	22	15
WITHDRAWAL & SETTLEMENT		42	28	40	21	44
FINAL RULING JUDGEMENT		0	3	1	0	0
PROBABLE CAUSE CONCILIATION		10	13	6	4	8
SUCCESSFUL MEDIATION		16	18	18	15	21
TOTALS		322	298	304	218	295

***3251 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.*

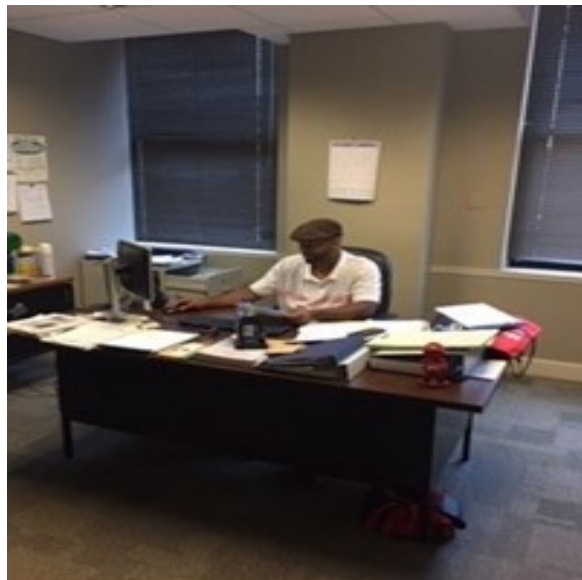
ENFORCEMENT

The Enforcement Unit is made up of three Employment and Public Accommodation Investigators, one Housing Investigator and one Investigator that investigates both Housing and Employment cases. Combined the Enforcement Officers have over 50 years experience investigating complaints of discrimination.

The Enforcement Unit was responsible for conciliating five pre cause conciliations for a total monetary amount of \$22,900.00. and assisting parties negotiate private settlements in 11 cases.

The Enforcement Unit was responsible for resolving more than 80% of the Commissions resolutions.

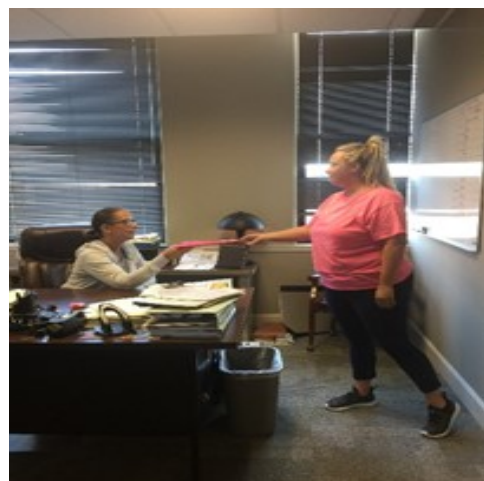
Right, Housing Enforcement Officer, Cedric Irvin, working diligently investigating housing cases.



Below, Enforcement Officer Cedric Irvin, Louisville Mayor Greg Fisher and Interim Enforcement Supervisor Erin Spalding



Left, Interim Enforcement Supervisor, Erin Spalding, and intern Nicole Luckett.



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	3	4	0	0	1	n/a	n/a	8
PUBLIC ACCOMMODATIONS	6	0	3	3	0	n/a	n/a	12
HOUSING	10	2	0	2	1	3	4	22
TOTALS	19	6	3	5	2	3	4	42

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

	NUMBER OF CASES	BASIS	(\$) COMPENSATION
EMPLOYMENT	1	Disability/Failure to Accommodate Service Animal	\$18,000.00
PUBLIC ACCOMMODATIONS	0		\$0
HOUSING	6	1. Disability/Failure to Accommodate 2. Race/Retaliation 3. Disability/Failure to Accommodate 4. Disability/Failure to Accommodate 5. Disability/Failure to Accommodate 6. Disability/Testing Case	\$10,000.00 \$500.00 \$2,500.00 \$2,500.00 \$ 1,000.00 \$ 500.00
TOTAL COMPENSATION TO COMPLAINANTS:			\$35,000.00

CIVIL ACTIONS

Once the Legal Unit determines that a Housing case has probable cause, the Legal Unit takes the cases and notifies the parties that a Probable Cause determination has been made. The parties in the case then have 20 days to elect the venue in which they want their case to be heard. The parties can choose to have their case heard at an Administrative Hearing or they can choose to file the case in Circuit Court.

The cases below were filed in FY2019.

CIVIL ACTIONS FILED BY THE COMMISSION ON BEHALF OF COMPLAINANTS WHICH WERE ACTIVE (FY2019)			
	TYPE	BASIS	STATUS
KCHR v. HILLCREST APARTMENTS BOYD Circuit Court, 15-CI-00796	HOUSING	DISABILITY	PENDING
KCHR v. HILLCREST APARTMENTS BOYD Circuit Court, 15-CI-00773	HOUSING	DISABILITY	PENDING
KCHR v. JERRY HALL & CORA HALL BOYD Circuit Court, 15-CI-00277	HOUSING	DISABILITY	PENDING
KCHR v. GUS CRANK & PENNY CRANK BOONE Circuit Court, 15-CI-01197	HOUSING	SEXUAL HARASSMENT	PENDING
KCHR v. EWING PROPERTIES, INC.et al. SIMPSON Circuit Court, 15-CI-00333	HOUSING	DISABILITY	PENDING
KCHR v. ROXAINIE HILL, et al. BULLITT Circuit Court, 15-CI-00990	HOUSING	DISABILITY	PENDING
RAMSEY MOBILE HOME PARK v. PETRUSKA, et al. PIKE Circuit Court, 15-CI-000639	HOUSING	DISABILITY	DISMISSED AS PRIVATE SETTLEMENT
KCHR VS. CRALL, ET AL Franklin Circuit Court, 19-CI-00534	HOUSING	RACE	PENDING
KCHR V. SCOTT'S PROPERTY MANAGEMENT Kenton Circuit Court, 19-CI-00841	HOUSING	SEX	PENDING

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 promote civil rights activities throughout the state. 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. Workshops were conducted with law enforcement officials regarding police/community relations.



Delegation from Russian learning about Human Rights in the United States.



A Roundtable meeting of local commissions, the Lexington Fair Housing Council and KCHR staff.



Mary Ann Taylor, Education and Outreach Supervisor, was recognized for 20 years of public service in Kentucky state government. Ms. Taylor is pictured with Commissioner Vincent Cummins. Commissioner Cummins represents the Fourth Supreme Court District on the Kentucky Commission on Human Rights Board of Commissioners.

EDUCATION AND OUTREACH ACTIVITIES

Education and Outreach Staff participated in and/or conducted over **40** training events and other activities during FY2019. Listed below are some, but not all, of these activities.

- (15) partner civil and human rights organization meetings.
- (14) local commission meetings
- Staff presented 26 workshops on a variety of civil and human rights issues including but not limited to sexual harassment, workplace bullying, the Kentucky Civil Rights Act, Fair Housing and Housing Conciliations.
- The Education and Outreach unit participated in seven civil rights conferences and workshops throughout the Commonwealth.

FY2019 TRAININGS ATTENDED BY COMMISSIONERS & STAFF

July 26-30, 2018, former Enforcement Supervisor, LiAndrea Goatley, attended the 2018 IAOHRA Annual Conference in Cincinnati, Ohio.

October 9-12, 2018, former Enforcement Supervisor, LiAndrea Goatley, Enforcement Officers Erin Spalding and Cedric Irvin and Education and Outreach Supervisor, Mary Ann Taylor, attended the Region V Fair Housing Conference in Indianapolis, Indiana.

November 26-29, 2018, Education and Outreach Supervisor, Mary Ann Taylor, Interim Enforcement Supervisor, Erin Spalding, Enforcement Officer, Cedric Irvin and Staff Attorney, Linda Horsman, attended the 2018 HUD FHIP/FHAP Training Conference in Crystal City, Virginia.

May 7-10, 2019, Interim Enforcement Supervisor, Erin Spalding, Enforcement Officer, Cedric Irvin, and Education and Outreach Supervisor, Mary Ann Taylor, attended the Fair Housing Leadership Training in Washington, DC.

May 28-31, 2019, Enforcement Officer, Claudia Peraza attended the Fair Housing Investigator's Intake and Complaint Processing training in Washington, DC.

MONTHLY COMMISSION MEETING

The Commission held nine Commission meetings in FY19. The Commission Board votes on cases and discusses Commission business.



Left, February 2019 Commission meeting
Commission Board and Executive Director

Right, May 2019 Commission meeting Commission board and guest from the FBI discussed issues related to Human Trafficking in Kentucky



Left, June 2019 Commission meeting Commission board and guest from the Kentucky State Finance Cabinet

2018 IMMIGRATION SUMMIT

On October 11, 2018, the Kentucky Commission on Human Rights hosted its 2018 Kentucky Hispanic, Immigrant and Refugee Networking Summit. Since 2005, the Commission has been hosting this networking summit every year to celebrate National Hispanic Heritage Month (September 15-October 15). The Commission uses this opportunity to foster mutual understanding and increase communication and collaboration between the federal, state, and local government and the immigrant and refugee communities. Attendees have included directors of immigrant and refugee organizations, representatives from Hispanic media outlets, immigrant educators and directors of federal and state agencies. 2018 Kentucky Hispanic, Immigrant and Refugee Networking Summit was held at the University of Kentucky and Kentucky State University Extension Office in Shelby County.



2018 ANNUAL UNITY BREAKFAST

A local Human Rights Commission in action—On January 21, 2019, the Richmond Human Rights Commission hosted the Annual Unity Breakfast and joined the Dr. Martin Luther King, Jr. March to commemorate Dr. Luther King’s Day in Richmond. Approximately 200 people attended the breakfast and participated in the march. The Unity Breakfast was held at the Richmond’s First Christian Church.



THE KENTUCKY COMMISSION ON HUMAN RIGHTS

SALUTES WOMEN'S HISTORY MONTH



Left, KCHR presented the Unbridled Spirit Award to Wanda Elaine Washington, Campbellsville; Anne Sleet, Perryville; Yvette Haskins, Campbellsville; Teena Halbig, Louisville; and Bernice Henry, Ashland

The 61st Poster in the Gallery of Great Black Kentuckians was unveiled in March 2019 featuring Lt. Governor Jenean Hampton. Ms. Hampton is the first African American elected to a state wide office in Kentucky.



Right, Display of Women who are in the Great Black Kentuckians Gallery



Below, Bowling Green Human Rights Director Alice Waddell (center) and members of the Bowling Green HRC received the Georgia Davis Powers Award.



Below, Chair Alma Randolph addressing attendees at the Women's History Month Celebration



Right, Bowling Green All Girls Choir performed for the Women's History Month Celebration



Below, Women's History Month Celebration Attendees



Below, Women's History Month Celebration Attendees



LOCAL HUMAN RIGHTS COMMISSIONS IN KENTUCKY

Bowling Green Human Rights Commission

Alice Waddell, Executive Director
491 Double Spring Road
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(270) 782-7900
(270) 782-7320 fax
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<http://www.bgky.org/humanrights/index.php>
Wathetta Buford, Chair

Owensboro Human Relations Commission

Kaitlin Nonweiler, Executive Director
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Owensboro, KY 42302-0003
(270) 687-8670
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Website: www.owensborohrc.org

Henderson-Henderson County Human Rights Commission

Charles E. Jackson, Executive Director
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Richmond Human Rights Commission

Pat Reister, Chair
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Hopkinsville Human Relations Commission

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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

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Ashland Human Rights Commission

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Louisville/Jefferson County Metro Human Relations Commission

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Bardstown Human Rights Commission

Crum Spalding, Chair
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Email: chris701129@cs.com
Henry Blythe, Chair
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Berea Human Rights Commission

Miriam Pride, Chair
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Covington Human Rights Commission

Rev. Charles Fann, Chair (2016)
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Covington Human Rights Commission
20 West Pike Street; First Floor
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C/O Frank Warnock, City Attorney
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LOCAL HUMAN RIGHTS COMMISSIONS IN KENTUCKY

Danville-Boyle County Human Rights Commission

James Hunn, *Chair*
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859) 238-9548
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Murray Human Rights Commission

Chair S.G. Carthell, *Chair*
500 Main Street
Murray, Kentucky 42071
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FAX (270) 762-0306

Frankfort Human Rights Commission

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City Hall Conference Room
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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
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Secretary-Terri Taraba
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Franklin-Simpson County Human Rights Commission

Wanda Tuck, *Chair*
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Paris Human Rights Commission

Daron Jordan, *Paris City Manager*
djordan@paris.ky.gov
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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, *Chair*
517 Cedar Street
Hazard, KY 41701
Phone: (606) 436-5728
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Lebanon Human Rights Commission

Current Status: **Inactive**

Russellville-Logan County Human Rights Commission

Richard L. Estes, *Chair*
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rlestes@logantele.com

Maysville Human Rights Commission

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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**
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Midway, Versailles & Woodford County Human Rights Commission

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KENTUCKY COMMISSION ON HUMAN RIGHTS STAFF



John J. Johnson, Executive Director

-
Administration

Cynthia Fox, Executive Staff Assistant

Vacant, Fiscal Manager

Vacant, 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

Erin Spalding, Interim Enforcement Supervisor

Cedric Irvin, Jr., Enforcement Officer

Leslie Marlin, Enforcement Officer

Wanda Melvin, Enforcement Officer

Claudia Peraza, Enforcement Officer

Chad Stratton, Enforcement Officer

Addie Williams, Enforcement Officer

-
Legal

Keith Duerr, Managing Attorney

Linda Horsman, Staff Attorney

Sandra Grace, Legal Secretary

-
Mediation

Alteata McWilliams, Attorney

Special thanks to the interns who have assisted Commission staff during this fiscal year: Gracie Lewis, Nicole Luckett and Danielle Bailey

For help in Kentucky, call

The Kentucky Commission on Human Rights

1-800-292-5566

Fair Housing is your right. Use it!