Kentucky Commission on Human Rights

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

– John Lewis
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 J. Johnson  
Executive Director
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

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.
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

Complaint Filed

Complaint Docketed

Complaint Served

Mediation (Employment & PA)

Mediation Successful

Commission Board Approval

Possible Reconsideration

Mediation Unsuccessful

No Mediation (Employment & PA)

Investigation (Employment & PA)

Investigation (Housing—no mediation)

Continuation of Investigation

Finding

No Probable Cause

Commission Board Approval

Probable Cause

Conciliation

Satisfactory Adjustment

Public Hearing

Finding

Charge Not Established

Discrimination Found

Possible Court Review

Cease & Desist Order & Remedy

Compliance

Possible Court Review
### 10-FISCAL YEAR COMPARISON

**NUMBER OF DISCRIMINATION COMPLAINTS FILED**

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<td>286</td>
<td>361</td>
<td>315</td>
<td>235</td>
<td>264</td>
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**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

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<tr>
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<td><strong>375</strong></td>
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*Note: There can be more bases than number of complaints filed each year because complaints may list more than one basis.*

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<td><strong>350</strong></td>
<td><strong>322</strong></td>
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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 that 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

<table>
<thead>
<tr>
<th>RULINGS BY COMMISSION</th>
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### FY2014 - FY2018

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</table>

*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)

<table>
<thead>
<tr>
<th></th>
<th>Disability</th>
<th>Sex</th>
<th>Religion</th>
<th>Race</th>
<th>National Origin</th>
<th>Familial Status</th>
<th>Design Construction</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment/Public Accommodations</td>
<td>8</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>18</td>
</tr>
<tr>
<td>Housing</td>
<td>12</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>2</td>
<td>22</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>20</strong></td>
<td><strong>5</strong></td>
<td><strong>3</strong></td>
<td><strong>4</strong></td>
<td><strong>2</strong></td>
<td><strong>4</strong></td>
<td><strong>2</strong></td>
<td><strong>40</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Number of Cases</th>
<th>Basis</th>
<th>($ COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment/Public Accommodations</td>
<td>1</td>
<td>Disability</td>
<td>$50,000</td>
</tr>
<tr>
<td>Housing</td>
<td>3</td>
<td>Disability</td>
<td>$26,000</td>
</tr>
<tr>
<td><strong>Total Compensation to Complainants:</strong></td>
<td></td>
<td></td>
<td><strong>$76,000</strong></td>
</tr>
</tbody>
</table>
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 renal 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 be cause 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 Responded 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 wrongdoing;
- 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 wheelchair 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)

<table>
<thead>
<tr>
<th>Type</th>
<th>Basis</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>KCHR v. HILLCREST APARTMENTS BOYD Circuit Court, 15-CI-00796</td>
<td>HOUSING</td>
<td>DISABILITY</td>
</tr>
<tr>
<td>KCHR v. HILLCREST APARTMENTS BOYD Circuit Court, 15-CI-00773</td>
<td>HOUSING</td>
<td>DISABILITY</td>
</tr>
<tr>
<td>KCHR v. JERRY HALL &amp; CORA HALL BOYD Circuit Court, 15-CI-00277</td>
<td>HOUSING</td>
<td>DISABILITY</td>
</tr>
<tr>
<td>KCHR v. GUS CRANK &amp; PENNY CRANK BOONE Circuit Court, 15-CI-01197</td>
<td>HOUSING</td>
<td>SEXUAL HARASSMENT</td>
</tr>
<tr>
<td>KCHR v. EWING PROPERTIES, INC.et al. SIMPSON Circuit Court, 15-CI-00333</td>
<td>HOUSING</td>
<td>DISABILITY</td>
</tr>
<tr>
<td>KCHR v. ROXANNE HILL, et al. BULLITT Circuit Court, 15-CI-00990</td>
<td>HOUSING</td>
<td>DISABILITY</td>
</tr>
<tr>
<td>RAMSEY MOBILE HOME PARK v. PETRUSKA, et al. PIKE Circuit Court, 15-CI-000639</td>
<td>HOUSING</td>
<td>DISABILITY</td>
</tr>
</tbody>
</table>
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.
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.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/15/2018</td>
<td>Annual <strong>NAACP MLK March</strong>, Richmond KY</td>
</tr>
<tr>
<td>3/6/2018</td>
<td>&quot;<strong>Women's Day</strong>&quot; A Celebration of women's accomplishments during women's History Month, hosted by La Casita Center, Louisville KY</td>
</tr>
<tr>
<td>3/7/2018</td>
<td><strong>Refugee Day in Frankfort</strong>, an annual event when refugees and immigrants visit KY state legislators in to advocate for immigrant and refugee rights. Frankfort, KY</td>
</tr>
<tr>
<td>4/26/2018</td>
<td><strong>Fair Housing Conference</strong> sponsored by the Lexington Fair Housing Council and the Kentucky Commission on Human Rights, Louisville KY</td>
</tr>
<tr>
<td>4/28/18-4/11/2018</td>
<td><strong>Fair Housing 50th Anniversary Celebration</strong> hosted by West Palm Springs FL Human Rights Commission, West Palm Springs, FL</td>
</tr>
<tr>
<td>5/5/2018</td>
<td>The <strong>March to Move</strong>, a march organized by The People's Campaign to encourage citizens of the Commonwealth to vote during the 2018 elections, Frankfort, KY</td>
</tr>
<tr>
<td><strong>June Pride Activities</strong></td>
<td>Staff shared agency material through exhibits and information tables at <strong>Pride Month</strong> activities hosted by community agencies and partners.</td>
</tr>
</tbody>
</table>
**EDUCATION AND OUTREACH ACTIVITIES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/5/2017</td>
<td>Shelby County, Simpsonville, and Shelbyville Human Rights Commission Meeting</td>
</tr>
<tr>
<td>02/28/2017-03/01/2017</td>
<td>Annual Meeting of Kentucky State University and University of Kentucky Extension Office Activities</td>
</tr>
<tr>
<td>1/4/2018</td>
<td>Covington Human Rights Commission Meeting</td>
</tr>
<tr>
<td>1/8/2018</td>
<td>Shelby County, Simpsonville, and Shelbyville Human Rights Commission Meeting</td>
</tr>
<tr>
<td>1/9/2018</td>
<td>Fair Housing and Equal Employment Meeting for Immigrants, Paris, KY</td>
</tr>
<tr>
<td>1/12/2018</td>
<td>Refugee Connect w/ Junior League of Cincinnati, OH</td>
</tr>
<tr>
<td>3/1/2018</td>
<td>Covington Human Rights Commission Meeting</td>
</tr>
<tr>
<td>3/5/2018</td>
<td>Shelbyville Human Rights Monthly Meeting</td>
</tr>
<tr>
<td>3/27/2018</td>
<td>Maysville Human Rights Commission Meeting</td>
</tr>
<tr>
<td>03/27/18-03/28/18</td>
<td>Operation Preparation Program, a life skills preparation program for at-risk young men hosted by the Newport High School, Newport Kentucky</td>
</tr>
<tr>
<td>4/5/2018</td>
<td>Covington Human Rights Commission Meeting</td>
</tr>
<tr>
<td>4/11/2018</td>
<td>Meeting with Covington KY City Attorney to discuss the Human Rights ordinance</td>
</tr>
<tr>
<td>4/12/2018</td>
<td>Maysville Human Rights Commission Meeting</td>
</tr>
<tr>
<td>4/30/2018</td>
<td>Meeting with immigrants and Customs (ICE) personnel, to discuss immigrant and refugee human and civil rights. Cincinnati OH.</td>
</tr>
<tr>
<td>5/7/2018</td>
<td>Shelbyville Human Rights Monthly Meeting</td>
</tr>
<tr>
<td>5/17/2018</td>
<td>Monthly Covington Human Rights Commission Meeting</td>
</tr>
</tbody>
</table>
**EDUCATION AND OUTREACH ACTIVITIES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/9/2017</td>
<td>ESL Immigration and Refugee Students, Human and Civil Rights Workshop, Newcomer Academy, Louisville KY</td>
</tr>
<tr>
<td>11/9/2017</td>
<td>Fair Housing Conciliation Training, Elizabethtown KY</td>
</tr>
<tr>
<td>12/8/2017</td>
<td>Fair Housing and Equal Employment Opportunity Laws for Immigrants, Florence KY</td>
</tr>
<tr>
<td>1/10/2018</td>
<td>Fair Housing Training, Louisville KY</td>
</tr>
<tr>
<td>1/29/2018</td>
<td>Diversity Training, Fort Knox, KY</td>
</tr>
<tr>
<td>2/22/2018</td>
<td>Human Rights Commission Technical Assistance, Morehead KY</td>
</tr>
<tr>
<td>4/2/2018</td>
<td>Berea KY Civil Rights Commission Technical Assistance/Sexual Harassment Training</td>
</tr>
<tr>
<td>4/4/2018</td>
<td>Fair Housing Training/Sexual Harassment Training, Shelbyville Human Rights Commission</td>
</tr>
<tr>
<td>4/17/2018</td>
<td>Bardstown and Nelson County Human Rights Commission, Employment and Sexual Harassment Training</td>
</tr>
<tr>
<td>4/18/2018</td>
<td>Fair Housing and Equal Employment Opportunity Laws for Immigrants, Maxwell Street Legal Clinic, Lexington, KY</td>
</tr>
<tr>
<td>4/18/2018</td>
<td>Fair Housing Conciliation Training, Newport KY</td>
</tr>
<tr>
<td>4/19/2018</td>
<td>Sexual Harassment In Housing Training, Henderson KY</td>
</tr>
<tr>
<td>4/28/2018</td>
<td>Kentucky Association of County Treasures, Sexual Harassment Training</td>
</tr>
<tr>
<td>5/18/2018</td>
<td>Fair Housing and Equal Employment Opportunity Laws for Immigrants, Maxwell Street Legal Clinic, Lexington KY</td>
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</tbody>
</table>
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

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
Email: hendersonhrc@yahoo.com

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

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

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
kendall.boyd@louisvilleky.gov
http://www.louisvilleky.gov/HumanRelations
Enforcement Board-Tony Stringer, Chair

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

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

Richmond Human Rights Commission
Pat Reister, Chair
Richmond City Hall
239 W. Main Street
Richmond, KY 40475
HumanRights@richmond.ky.us
Email:reister@roadrunner.com

LOCAL HUMAN RIGHTS COMMISSIONS WITHOUT STAFF

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

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

Berea Human Rights Commission
Miriam Pride, Chair
Miriam.pride@blackburn.edu
Bereahr@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

Frankfort Human Rights Commission
Anita C. Collins, Chairperson
City Hall Conference Room
315 West Second Street
Frankfort, KY 40601
Cindy Steinhauser, City Manager
(502) 598-5728
Csteinhauser@frankfort.ky.gov

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

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

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
mercercountyhrcc@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

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

Paducah Human Rights Commission
300 South 5th Street, City Hall, Suite 106
Paducah, KY 42003
Phone: (270) 444-8643
Fax: (270) 443-8680
Secretary-Terry Taraba
Email: hrssecretary@ci.paducah.ky.us

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

Russellville-Logan County Human Rights Commission
Richard L. Estes, Chairman
P.O. Box 291
Russellville, KY 42276
(270) 755-6000
rllestes@logantele.com

Shelbyville, Simpsonville, Shelby County Commission on Human Rights
Alvin Farris, Chair
alvin.farris@yahoo.com
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.


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.


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 – 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, Enforcement Office Cedric Irvin and Education and Outreach Supervisor, Mary Ann Taylor, attended the Fair Housing Accessibility First Disability Fair Housing Training;

April 19, 2018, Enforcement Office Cedric Irvin and 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.
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 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
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.”
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.

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](image)

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

Mariam Davis          Gracie Lewis
Rolanda Hamilton      Antje Reamer
Oneisha Harrison      Angela Smith
For help in Kentucky, call
The Kentucky Commission on Human Rights
1-800-292-5566

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