# Table of Contents

Greetings from the Executive Director and Chair .......................................................... 3  
The Commissioners ........................................................................................................ 4  
About the Kentucky Commission on Human Rights .................................................... 5  
The Kentucky Civil Rights Act ....................................................................................... 6  
Enforcement of Civil Rights Law .................................................................................. 8  
Case Flow Chart ............................................................................................................ 10  
FY2019 Case Information .............................................................................................. 11  
Enforcement .................................................................................................................. 17  
Legal .............................................................................................................................. 18  
Education and Outreach ............................................................................................... 20  
FY2019 Events ............................................................................................................... 22  
Local Human Rights Commissions .............................................................................. 26  
Commission Staff ......................................................................................................... 28

“Injustice anywhere is a threat to justice everywhere.”

– Martin Luther King Jr.
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 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 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 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.
### 10-FISCAL YEAR COMPARISON
**NUMBER OF DISCRIMINATION COMPLAINTS FILED**

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EMPLOYMENT</strong></td>
<td>262</td>
<td>229</td>
<td>212</td>
<td>260</td>
<td>213</td>
<td>147</td>
<td>144</td>
<td>237</td>
<td>179</td>
<td>209</td>
</tr>
<tr>
<td><strong>HOUSING</strong></td>
<td>25</td>
<td>53</td>
<td>41</td>
<td>45</td>
<td>55</td>
<td>47</td>
<td>87</td>
<td>80</td>
<td>48</td>
<td>46</td>
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<tr>
<td><strong>PUBLIC PUBLICATIONS</strong></td>
<td>42</td>
<td>51</td>
<td>33</td>
<td>56</td>
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<td>41</td>
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<td>33</td>
<td>19</td>
<td>36</td>
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<tr>
<td><strong>FINANCIAL TRANSACTIONS</strong></td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>329</td>
<td>333</td>
<td>286</td>
<td>361</td>
<td>315</td>
<td>235</td>
<td>264</td>
<td>350</td>
<td>246</td>
<td>291</td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>BASIS</th>
<th>Filed on a single basis</th>
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</thead>
<tbody>
<tr>
<td>RACE OR COLOR</td>
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<tr>
<td>SEX</td>
<td>14</td>
</tr>
<tr>
<td>AGE</td>
<td>17</td>
</tr>
<tr>
<td>RELIGION</td>
<td>1</td>
</tr>
<tr>
<td>DISABILITY</td>
<td>19</td>
</tr>
<tr>
<td>NATIONAL ORIGIN</td>
<td>4</td>
</tr>
<tr>
<td>RETALIATION</td>
<td>5</td>
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<tr>
<td>FAMILIAL STATUS</td>
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<tr>
<td>SMOKING</td>
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</tr>
<tr>
<td>TOTALS</td>
<td>90</td>
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</table>

<table>
<thead>
<tr>
<th>BASIS</th>
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<tbody>
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<tr>
<td>RACE, SEX</td>
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</tr>
<tr>
<td>RACE, AGE</td>
<td>7</td>
</tr>
<tr>
<td>RACE, RETALIATION</td>
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</tr>
<tr>
<td>AGE, RETALIATION</td>
<td>1</td>
</tr>
<tr>
<td>DISABILITY, AGE</td>
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<tr>
<td>RELIGION, RETALIATION</td>
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</tr>
<tr>
<td>RELIGION, DISABILITY</td>
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<tr>
<td>DISABILITY, RETALIATION</td>
<td>7</td>
</tr>
<tr>
<td>NATIONAL ORIGIN, RETALIATION</td>
<td>5</td>
</tr>
<tr>
<td>SEX, RETALIATION</td>
<td>19</td>
</tr>
<tr>
<td>RACE, DISABILITY</td>
<td>3</td>
</tr>
<tr>
<td>NATIONAL ORIGIN, AGE</td>
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</tr>
<tr>
<td>TOTAL</td>
<td>84</td>
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</tbody>
</table>

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

<table>
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<th>BASIS</th>
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<tbody>
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<tr>
<td>RELIGION</td>
<td>0</td>
</tr>
<tr>
<td>DISABILITY</td>
<td>17</td>
</tr>
<tr>
<td>NATIONAL ORIGIN</td>
<td>2</td>
</tr>
<tr>
<td>RETALIATION</td>
<td>0</td>
</tr>
<tr>
<td>FAMILIAL STATUS</td>
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<tr>
<td>SMOKING</td>
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<td>TOTALS</td>
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</tbody>
</table>

Filed on dual basis

<table>
<thead>
<tr>
<th>BASIS</th>
<th>Filed on a</th>
</tr>
</thead>
<tbody>
<tr>
<td>RACE, DISABILITY</td>
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</tr>
<tr>
<td>SEX, RETALIATION</td>
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</tr>
<tr>
<td>RACE, SEX</td>
<td>2</td>
</tr>
<tr>
<td>RACE, FAMILIAL STATUS</td>
<td>2</td>
</tr>
<tr>
<td>DISABILITY, RETALIATION</td>
<td>2</td>
</tr>
<tr>
<td>TOTALS</td>
<td>10</td>
</tr>
</tbody>
</table>

Public Accommodation Complaints filed by basis—36

All Public Accommodation cases were filed on a single basis

<table>
<thead>
<tr>
<th>BASIS</th>
<th>Filed on a</th>
</tr>
</thead>
<tbody>
<tr>
<td>RACE OR COLOR</td>
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</tr>
<tr>
<td>SEX</td>
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</tr>
<tr>
<td>AGE</td>
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</tr>
<tr>
<td>RELIGION</td>
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<tr>
<td>DISABILITY</td>
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<td>NATIONAL ORIGIN</td>
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<td>RETALIATION</td>
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</tr>
<tr>
<td>FAMILIAL STATUS</td>
<td>0</td>
</tr>
<tr>
<td>SMOKING</td>
<td>0</td>
</tr>
<tr>
<td>TOTALS</td>
<td>36</td>
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Complaints Filed by Basis
FY2010 - FY2019

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<tr>
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<td>Race or Color</td>
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<td>143</td>
<td>97</td>
<td>123</td>
<td>93</td>
</tr>
<tr>
<td>Sex</td>
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<td>Age</td>
<td>38</td>
<td>35</td>
<td>26</td>
<td>37</td>
<td>30</td>
</tr>
<tr>
<td>Religion</td>
<td>9</td>
<td>9</td>
<td>4</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Disability</td>
<td>68</td>
<td>94</td>
<td>76</td>
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<td>35</td>
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<tr>
<td>National Origin</td>
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<td>17</td>
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<td>29</td>
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<tr>
<td>Familial Status</td>
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<td>1</td>
<td>3</td>
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<tr>
<td><strong>Totals</strong></td>
<td>373</td>
<td>375</td>
<td>380</td>
<td>380</td>
<td>278</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
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<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Race or Color</td>
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<td>89</td>
<td>124</td>
<td>98</td>
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<td>Sex</td>
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<td>61</td>
<td>43</td>
<td>43</td>
<td>50</td>
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<tr>
<td>Age</td>
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<tr>
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<td>38</td>
<td>21</td>
<td>19</td>
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<tr>
<td>Retaliation</td>
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<td>24</td>
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<td>0</td>
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<td>0</td>
<td>11</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
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<td>347</td>
<td>350</td>
<td>322</td>
<td>326</td>
<td>3519</td>
</tr>
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</table>
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 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 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**

<table>
<thead>
<tr>
<th>RULINGS BY COMMISSION</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
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<tbody>
<tr>
<td>NO PROBABLE CAUSE</td>
<td>252</td>
<td>337</td>
<td>186</td>
<td>209</td>
<td>203</td>
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<tr>
<td>CONCILIATION DURING INVESTIGATION</td>
<td>10</td>
<td>15</td>
<td>12</td>
<td>12</td>
<td>6</td>
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<tr>
<td>WITHDRAWAL &amp; RIGHT TO SUE</td>
<td>39</td>
<td>23</td>
<td>34</td>
<td>40</td>
<td>76</td>
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<tr>
<td>WITHDRAWAL &amp; SETTLEMENT</td>
<td>42</td>
<td>37</td>
<td>32</td>
<td>44</td>
<td>43</td>
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<td>2</td>
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<td>0</td>
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<td>4</td>
<td>10</td>
<td>14</td>
<td>16</td>
<td>9</td>
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<td>SUCCESSFUL MEDIATION</td>
<td>34</td>
<td>17</td>
<td>28</td>
<td>23</td>
<td>25</td>
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<tr>
<td><strong>TOTALS</strong></td>
<td>383</td>
<td>439</td>
<td>306</td>
<td>345</td>
<td>362</td>
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**FY2014 - FY2018**

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

**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.*
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.
### 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>
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<tbody>
<tr>
<td>Employment</td>
<td>3</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>n/a</td>
<td>n/a</td>
<td>8</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>6</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>n/a</td>
<td>n/a</td>
<td>12</td>
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<tr>
<td>Housing</td>
<td>10</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>22</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>19</strong></td>
<td><strong>6</strong></td>
<td><strong>3</strong></td>
<td><strong>5</strong></td>
<td><strong>2</strong></td>
<td><strong>3</strong></td>
<td><strong>4</strong></td>
<td><strong>42</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>
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<tbody>
<tr>
<td>Employment</td>
<td>1</td>
<td>Disability/Failure to Accommodate</td>
<td>$18,000.00</td>
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<tr>
<td>Public Accommodations</td>
<td>0</td>
<td></td>
<td>$0</td>
</tr>
<tr>
<td>Housing</td>
<td>6</td>
<td>1. Disability/Failure to Accommodate</td>
<td>$10,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Race/Retaliation</td>
<td>$500.00</td>
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<tr>
<td></td>
<td></td>
<td>3. Disability/Failure to Accommodate</td>
<td>$2,500.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Disability/Failure to Accommodate</td>
<td>$2,500.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5. Disability/Failure to Accommodate</td>
<td>$1,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6. Disability/Testing Case</td>
<td>$500.00</td>
</tr>
</tbody>
</table>

**Total Compensation to Complainants:** $35,000.00
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) |
|-----------------------------------------------|-----------------|-----------------|-----------------|
| **KCHR v. HILLCREST APARTMENTS**             | **HOUSING**     | **DISABILITY**  | **PENDING**     |
| **BOYD Circuit Court, 15-CI-00796**          |                 |                 |                 |
| **KCHR v. HILLCREST APARTMENTS**             | **HOUSING**     | **DISABILITY**  | **PENDING**     |
| **BOYD Circuit Court, 15-CI-00773**          |                 |                 |                 |
| **KCHR v. JERRY HALL & CORA HALL**           | **HOUSING**     | **DISABILITY**  | **PENDING**     |
| **BOYD Circuit Court, 15-CI-00277**          |                 |                 |                 |
| **KCHR v. GUS CRANK & PENNY CRANK**          | **HOUSING**     | **SEXUAL**      | **PENDING**     |
| **BOONE Circuit Court, 15-CI-01197**         | **HARASSMENT**  |                 |                 |
| **KCHR v. EWING PROPERTIES, INC. et al.**     | **HOUSING**     | **DISABILITY**  | **PENDING**     |
| **SIMPSON Circuit Court, 15-CI-00333**       |                 |                 |                 |
| **KCHR v. ROXAINE HILL, et al.**             | **HOUSING**     | **DISABILITY**  | **PENDING**     |
| **BULLITT Circuit Court, 15-CI-00990**       |                 |                 |                 |
| **RAMSEY MOBILE HOME PARK v. PETRUSKA, et al.** | **HOUSING**     | **DISABILITY**  | **DISMISSED AS PRIVATE SETTLEMENT** |
| **PIKE Circuit Court, 15-CI-000639**         |                 |                 |                 |
| **KCHR VS. CRALL, ET AL**                    | **HOUSING**     | **RACE**        | **PENDING**     |
| **Franklin Circuit Court, 19-CI-00534**      |                 |                 |                 |
| **KCHR V. SCOTT’S PROPERTY MANAGEMENT**      | **HOUSING**     | **SEX**         | **PENDING**     |
| **Kenton Circuit Court, 19-CI-00841**        |                 |                 |                 |
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 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.
Below, Chair Alma Randolph addressing attendees at the Women’s History Month Celebration

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

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

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
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
Charles E. Jackson, Executive Director
222 First Street
Henderson, KY 42420
(270) 860-5663
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
745 W. Main Street, Ste 251
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

Adair County & City of Columbia
Commission on Human Rights
Sharon Payne, Chair

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
maryrcrum@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
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, Chair
City Hall Conference Room
315 West Second Street
Frankfort, KY 40601
Cindy Steinhauser, City Manager
(502) 875-0838
csteinhauser@frankfort.ky.gov

Hazard Human Rights Board
Paul Olinger, Chair
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, Chair
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
mercercountyhrc@gmail.com

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

Murray Human Rights Commission
Chair S.G. Carthell, Chair
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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-Terri 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, Chair
P.O. Box 291
Russellville, KY 42276
(270) 755-6000
rlestes@logantele.com

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