

All Doors are Open in Kentucky

Kentucky Commission on Human Rights



2012 annual report



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Greetings

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

The Kentucky Commission on Human Rights is pleased to submit its annual report for 2012. It covers the commission's activities during the state fiscal reporting period of July 1, 2011, to June 30, 2012.

The commission is the state government authority that enforces the Kentucky Civil Rights Act, which also consists of the Kentucky Fair Housing 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, and the U.S. Americans with Disabilities Act.

For the first time, sex has replaced race and color as the highest protected class named in complaints. The commission will be observing to see why this is so. Although race and color complaints are still rampant, we would hope that education about race discrimination and the progression of human thinking has resulted in the decrease in race and color complaints. The rise in sex complaints is a concern. Again, it is the hope of the commission and its partners' that public awareness programs have made people aware of their civil rights to the point that complaints in one area or another might increase or decrease as a result.

The face of Kentucky has dramatically changed in the last several years. As a result, we hear more often from people who want to learn about their civil rights based on national origin and disability. According to the U.S. Census Bureau, our state has one of the largest populations of people with disabilities in the nation. The numbers of Kentuckians with other national origins significantly increases every year, creating a wonderful and rich diversity in our state. These same national origin increases are occurring across our nation.

A central element of the Kentucky Civil Rights Act mandates that the commission should conduct its functions of enforcing and promoting civil rights in order to help keep the peace and ensure security within Kentucky boundaries.

As much as in the past, the commission needs the support and funding necessary to fulfill this crucial job, which can help to guarantee a viable, prosperous, harmonious society in a future that includes the well-being of our children, grandchildren and all the great sons and daughters of Kentucky to come. We appreciate your assistance in helping us work for the equal opportunity and respect of every person for today and tomorrow.



Sincerely,

John J. Johnson
Executive Director

It is with appreciation and pride that the Kentucky Commission on Human Rights presents this 2012 annual report. On behalf of the Kentucky Human Rights Board of Commissioners, we express our thanks to Executive Director John Johnson and to the committed staff of this much-needed state agency. The number of employees at the commission has decreased every year for the last five years due to budget restrictions, and those dedicated individuals remaining have carried out their important services with fervor.

This work continues to be essential and necessary. The numbers of complaints made by people who believe they may be victims of discrimination remain generally consistent in numbers and the complaint allegations demonstrate that discrimination continues to be significant.

The Board of Commissioners and I are proud to serve the people of Kentucky in our capacity to rule on discrimination complaints. We review with shock, oftentimes, the kinds of discrimination that continue to occur in our beloved state. We are aghast at the subtle forms that discrimination can take during this modern era. Hatred and prejudice resulting in harmful discrimination should be a phenomenon of the past. Yet, the Kentucky Commission on Human Rights battles everyday for the protection of all individuals against unfair treatment and disparities in opportunity. The staff, executive director, and our commissioners are determined to eradicate discrimination from Kentucky. We work toward this end for the sake of every person, even for the sakes of those who commit illegal and wrongheaded acts of discrimination.

The Kentucky Commission on Human Rights is to be a leader in the pursuit of equality. As such, we support the expansion of the Kentucky Civil Rights Act in any way that will protect the unprotected against the sometimes fatal harm of discrimination. We should be equipped to act as guardian for any group that is victimized by discrimination.

The Kentucky Commission on Human Rights looks forward to tackling the challenges of this next period. We look forward to stopping discriminators by enforcing the law, and we look forward to helping bring to an end discrimination against all people in Kentucky's borders and beyond.

Sincerely,

George W. Stinson

George W. Stinson
Chair



Human Rights Commissioners



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



Robert Asseo, Florence
6th Supreme Court District



Duane Bonifer, Greensburg
3rd Supreme Court District



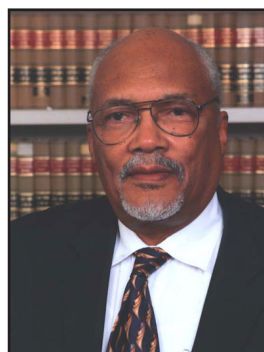
*Now, former Commissioner
Virginia L. Burton, Lexington
State At Large



**Doris Clark Sarr, Ph.D.,
Murray, State At Large



Samuel R. Coleman Jr.,
Middlesboro, State At Large



Henry Curtis, Frankfort
5th Supreme Court District



V. Ann Newman, Ashland
7th Supreme Court District



Milly Hudson Diehl
State At Large



*Now, former Commissioner Alma
Randolph Patton, Owensboro
2nd Supreme Court District



Sandra Añez-Powell, Richmond
State At Large



Timothy Thomas, Madisonville
1st Supreme Court District

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

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

*The commission thanks former Commissioner Virginia Burton for her dedicated service. Her term expired after the end of the 2012 reporting period.

*The commission thanks former Commissioner Alma Randolph Patton for her dedicated service. She resigned after the end of the reporting period due to a professional commitment.

**Since the end of the reporting period, Gov. Steven Beshear appointed Commissioner Doris Clark Sarr, Ph.D.

Kentucky's Enforcement Authority of Discrimination Laws

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

The commission is proud of its achievements in human rights, which stretch over the last half century.

With headquarters in Louisville and the Northern Kentucky office in Covington, the Kentucky Commission on Human Rights has opened doors of opportunity for thousands of people.

When the Kentucky General Assembly and Governor Bert Combs created the Kentucky Commission on Human Rights in 1960, the job of the agency was to encourage fair treatment, foster mutual understanding and respect, and discourage discrimination against any racial or ethnic group or its members.

In 1966, the commission's role expanded with passage of The Kentucky Civil Rights Act (Kentucky Revised Statutes Chapter 344). This law made discrimination illegal, and it gave the Kentucky Commission on Human Rights the statutory authority to enforce civil rights laws for the commonwealth.

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

The commission receives, initiates, investigates, conciliates, mediates, and rules upon complaints alleging violations of the Kentucky Civil Rights Act. The Kentucky Commission on Human Rights also has authority from the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission to enforce federal civil rights laws.

The commission is mandated to educate the public about the laws against discrimination and the benefits of equality. The agency conducts a comprehensive program of education, training, research, outreach and partnership to vigorously carry out this task.

Mission

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

Vision

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

Purpose

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

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

Freedom from Discrimination

The Kentucky Civil Rights Act makes it illegal to discriminate against any person. The Act defines discrimination as any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in the treatment of a person or persons, or the aiding, abetting, inciting, coercing or compelling thereof made unlawful under this law.

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

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

The law grants protection from discrimination in the following areas:

- Housing
- Employment
- Public Accommodations
- Financial Transactions

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 and the U.S. Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights enforces The U.S. Civil Rights Act, The U.S. Fair Housing Act, The U.S. Americans With Disabilities Act and other federal antidiscrimination laws.

Protections under the Law

Housing

It is against the law to discriminate against any person who seeks to rent or own housing. You have the right to fair housing regardless of your color, disability, familial status (whether you live with children under 18 years of age), national origin, race, religion or sex. Federal and Kentucky fair housing laws provide equal opportunity to all people when buying, selling, renting, financing or insuring housing. You have the right to buy or rent where you choose a home, condominium, apartment, trailer or lot. Everyone must obey the law, including property owners, property managers, real estate brokers, sales agents, operators, builders and developers, advertisers and advertising media, mortgage lenders, insurers, and banks or other financial institutions.

Employment

It is unlawful to discriminate against any person in the area of employment. This is true regardless of the person's age (40 and over), color, disability, national origin, race, religion, sex or tobacco-smoking status. It is unlawful to discriminate against any individual in regard to recruiting, hiring and promotion, transfer, work assignments, performance measurements, the work environment, job training, discipline and discharge, wages and benefits, or any other term, condition, or privilege of employment. The law prohibits not only intentional discrimination, but also neutral job policies that disproportionately affect persons of a certain protected class and that are not related to the job and the needs of the business. The law applies to employers of eight or more people (15 in a disability claim), in businesses, employment agencies, labor organizations, licensing agencies, federal agencies, and the Commonwealth of Kentucky and its political subdivisions, including public schools.

Public Accommodations

It is illegal for a place of public accommodation, resort or amusement to refuse or deny the full and equal enjoyment of goods, facilities and accommodations to any person because of his or her color, disability, national origin, race or religion. A place of public accommodation includes any place, store, or other establishment, either licensed or unlicensed, which supplies goods or services to the general public or which solicits or accepts the patronage or trade of the general public or which is directly or indirectly supported by government funds. Stores, restaurants, businesses, theatres, hotels, and medical offices are just a few examples. In addition, restaurants, hotels, motels, and facilities directly or indirectly supported by government funds are prohibited from denying goods and services on the basis of sex.

Financial Transactions

The denial of credit or financing by a financial institution or person offering credit is illegal when it is based on color, disability, national origin, race, religion or sex. It is illegal to discriminate for these reasons in the interest rate or monthly payment of a loan, in its terms and payment schedule, points, fees, or penalties, or in the offer of credit insurance on the loan.

Retaliation

It is illegal to retaliate or discriminate in any manner against a person who has opposed a practice declared unlawful by the Kentucky Civil Rights Act or because he or she has filed a complaint or assisted in any manner in an investigation or proceeding under the Kentucky Civil Rights Act.

Enforcement Process

Filing a Complaint

A person who believes he or she has been illegally discriminated against may contact the commission by phone, mail, e-mail, via the website or in person. This begins the complaint process. An intake or enforcement officer takes the complaint and asks questions. Complaints must be filed on a timely basis. Complaints in public accommodations, employment, financial transactions and retaliation must be filed within 180 days of the incident. Housing complaints must be filed within 365 days of the incident. All complaints must be signed and notarized.

Mediation

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

Investigation

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

Conciliation

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

Findings

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

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

Hearing

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

Enforcement

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

Case Information

The Kentucky Commission on Human Rights processed 2,331 intakes between July 1, 2011 and June 30, 2012. This means that the agency spoke with 2,331 people who believed they may have been victims of illegal discrimination in Kentucky.

Number of Cases Filed

Out of the above number, the commission filed 286 discrimination complaints for people in Kentucky. These were filed based on their meeting legal requirements necessary for the commission to be able to file a complaint.

Average Case Age

The average case age in the areas of employment and public accommodations complaints was 250 days, up slightly from last year's 247 days. This compares to 219 days in 2009 when the agency had a fuller staff to carry the case load.

In the area of housing, average case age was 78 days, an improvement over the 2011 housing case age, which was 103 days.

Conciliation Agreements were negotiated by the agency

The commission negotiated a total of 26 conciliation agreements between

complainants and respondents, most all of which resulted in monetary compensations for the complainants. Related respondents agreed to comply with the laws against discrimination, undergo compliance training in many cases, and undergo compliance monitoring.

Probable Cause Determinations

This year, it was not necessary for the agency to expend its valuable and limited resources on administrative hearings or judicial trials.

However, during this reporting period, 14 cases were resolved by the legal unit after it had been determined that probable cause existed to believe that unlawful discrimination had occurred.

When the agency determines that probable cause exists, the opposing parties may choose to either settle the case with an agreement or pursue further litigation.

This year, conciliation agreements were reached in each of the 14 cases in which it was determined that probable cause existed to believe that unlawful discrimination had occurred.

In the area of housing, the agency negotiated monetary

and other compensation in probable cause cases in the amount of \$83,400.00, including reimbursement of agency expenses and fees and payment into a \$25,000.00 retrofit fund to ensure that a respondent would make certain repairs and/or improvements to an apartment complex to meet applicable ADA / FHA accessibility standards. In employment and public accommodations probable cause cases, the agency negotiated monetary compensation for complainants in the amount of \$91,600.00.

The total amount of monetary compensation negotiated for complainants and the agency in all 14 probable cause cases during this reporting period was \$175,000.00.

Mediation

During the 2012 fiscal period, the mediation unit received 197 cases. Out of those, 163 complainants chose not to mediate, and their cases were forwarded for a full investigation of their complaints. However, 38 complainants and their responding parties opted to choose mediation. Forty-five cases were mediated during the period, some who had opted for mediation during the previous year period.

Twenty-eight cases were successfully mediated. The total mediation settlement amount for the fiscal year was \$155,512 for complainants.

There were other settlements in mediations of employment cases concerning the status of jobs, policy changes and other issues.

Mediation is an informal and confidential process through which opposing parties meet face to face to negotiate a voluntary resolution of their dispute with the help of a commission mediator. Settlement is voluntary in mediations, and mediation results, which are protected by privacy clauses, result in closure of the case.

Commission investigation helps lead to \$287,000 private settlement

It came to light through media reports this year that a Louisville, Ky., woman who filed a discrimination complaint with the Kentucky Commission on Human Rights was compensated with a \$287,000 private settlement from the City of Louisville, Ky. Dawn Simpson alleged to the commission in 2009 that she was discriminated against on the basis of sex in the area of employment. She claimed that while she was an employee at Louisville Metro Animal Services her former director Gilles Meloche sexually harassed her and then retaliated against her for complaining. Simpson was an animal-care manager from August 2007 until she resigned in the summer of 2009. The commission investigation resulted in a probable cause determination in the case. The parties agreed to a private settlement in April 2012, which was ultimately settled by her private attorney.

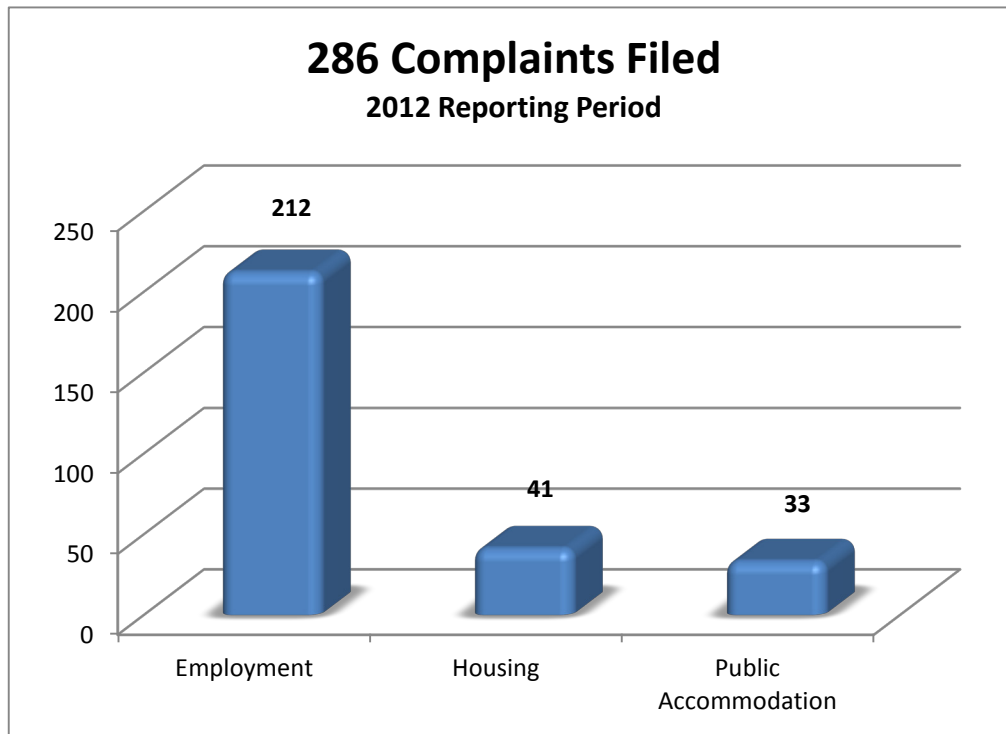
Retaliation complaint results in \$50,000 for complainant

Then Commission Managing Attorney Mark Cambron presented on Sept. 15, 2011, Mary (Charlene) Roby with a check for \$50,000 in a settlement from a bottling company in Owensboro, Ky., named Sazerac. Ms. Roby filed a complaint of retaliation against the company after she helped with a sexual harassment investigation of another employee who had filed a complaint of sexual harassment with the commission. It is against the law to retaliate against anyone who files a complaint with the commission and this protects people who witness or participate in the investigation of the complaint.



Case Statistics

Cases filed this reporting year: July 1, 2011 to June 30, 2012

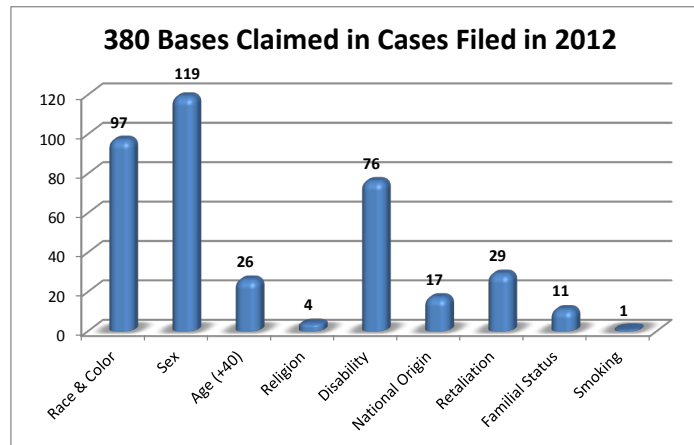


Comparison: cases filed in previous two years

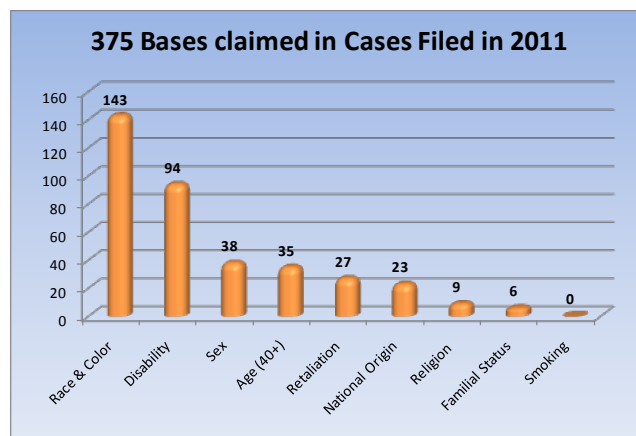
Type	2010	2011
Employment	262	229
Housing	25	53
Public Accommodations	42	51
Total	329	333

Bases of cases filed this reporting year: July 1, 2011 to June 30, 2012

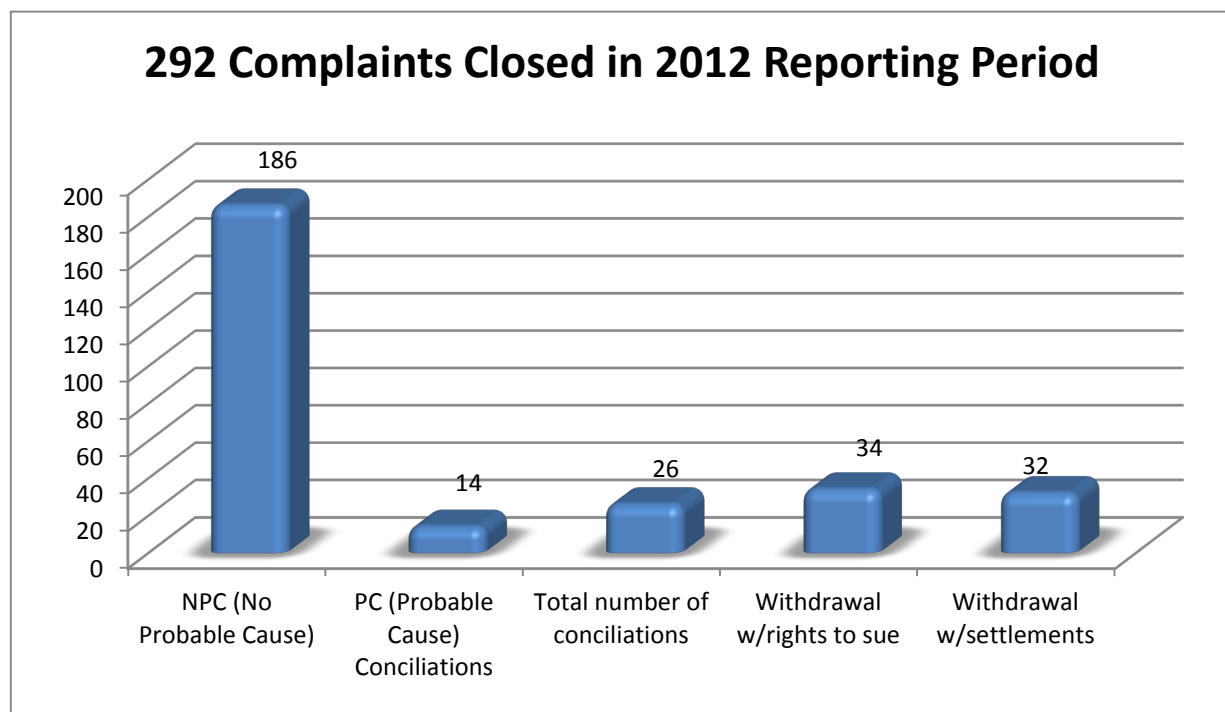
THERE ARE MORE BASES THAN NUMBER OF COMPLAINTS FILED FOR THE CURRENT YEAR BECAUSE SOME COMPLAINTS LISTED MORE THAN ONE BASIS.



Bases of cases filed last reporting year



Cases closed this reporting year: July 1, 2011 to June 30, 2012



Conciliation Agreements

Fontella Dorsey versus Mid America Apartment Communities in Florence, Ky.: Fontella Dorsey alleged she was discriminated against based on the protected class of race in the area of housing. This would be a violation of the U.S. and Kentucky Civil Rights acts. She alleged her landlord evicted her because she allegedly had a fire in her home, and that when a white neighbor also had a fire in a property owned by the respondent, that tenant was not evicted or the lease terminated. Therefore, Dorsey alleged she believed she was the victim of different treatment based on her race, African American. Mid America Apartment Communities denied any allegations of unlawful discrimination and asserted it evicted Dorsey because she violated the terms and conditions of her lease agreement. Prior to completion of the commission's investigation, the parties agreed to resolve the matter with an agreement. Mid America agreed to waive any rent owed by the complainant. The company agreed to satisfy the judgment against Dorsey entered in the underlying eviction. The company agreed to remove any negative credit it placed on the complainant's credit report within 30 days of the conciliation agreement and to provide confirmation of this to the complainant.

Mary C. Roby versus Sazerac North America Inc., James F. Lyvers and Jay Corbett – Mary Roby alleged the respondents discriminated against her based on retaliation in the area of employment, a violation of the Kentucky Civil Rights Act (KRS 344.280) and the U.S. Civil Rights Act (42 U.S.C. 20003-3(a)). Roby claimed the respondents retaliated against her after she participated in a sexual harassment investigation involving a complaint made by another

employee at Sazerac's bottling facility in Owensboro. "Mr. Lyvers has singled me out and keeps watch over me," Roby said. Roby claimed she followed the internal grievance process the company has in place and that the grievance was denied. After the investigation, Roby alleged Lyvers' supervisor Jay Corbett did nothing about Lyvers' retaliation and further that Corbett then participated in the retaliation. After its investigation, the commission issued a probable cause finding, which stated there was evidence to believe discrimination had taken place. On notice of a hearing scheduled for September of this year, the parties agreed to attend mediation at the commission. During the mediation they agreed to a conciliation agreement to resolve the complaint. In addition to the monetary compensation to Roby, the company agreed to require its employees to undergo civil rights compliance training and submit to compliance monitoring by the commission for three years.

The Lexington Fair Housing Council versus Burlington Oaks Apartments in Burlington, Ky.: The Lexington Fair Housing Council alleged discrimination based on disability in housing, a violation of the Kentucky Civil Rights Act and the U.S. Civil Rights Act. The Council claimed it discovered the Burlington Oaks Apartments were inaccessible to people with disabilities in a number of its design elements. The apartment company denied any violation of the law. The commission's investigation of the complaint found there was probable cause to believe discrimination had occurred and issued the probable cause notice to the complainant and respondent. The parties then agreed

to conciliate the matter rather than continue litigation. The respondent agreed to pay \$7,000 to the Lexington Fair Housing Council and pay \$10,000 to the Kentucky Commission on Human Rights for attorney fees and the cost of administrative process. The respondent also agreed to correct the design problems and place \$25,000 in an account for that purpose, which will be managed by a third party and the complainant. The respondent will report to the commission for law compliance.

Clara Barnett versus Barren River Area Safe Space Inc., in Bowling Green, Ky.: Clara Barnett alleged she was discriminated against based on disability in the area of housing, a violation of the Kentucky Civil Rights Act and the U.S. Civil Rights Act. She claimed that due to a disability that causes her to lose memory, she missed an appointment required in order to keep federal assistance for her housing. She claimed the Barren River Area Safe Space program would not allow her to reschedule the appointment and discontinued the federal assistance because of the missed appointment resulting from her memory loss. The respondent denied any allegations and denied violating the law. The parties agreed to conciliate the matter to resolve the complaint. The respondent agreed to pay the complainant's rent for nine months or until the complainant receives other federal housing assistance. The respondent agreed to undergo commission compliance monitoring for three years.

Herman Maggard versus the City of Hazard, Ky.: Herman Maggard alleged he was discriminated against based on disability in the area of public accommodations, a violation of the Kentucky Civil Rights Act and the U.S.

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

Conciliation Agreements

Civil Rights Act. He claimed the city council denied an accommodation for his disability when it denied his request to have a pool lift for people with wheelchairs placed in the city swimming pool. He said he suffered embarrassment and loss of dignity because the pool guards had to carry him to the pool and place him in the water. Sometimes, they would slip, he said. The council denied all allegations of violations of the law. The commission investigated the complaint and found probable cause to believe discrimination occurred. After a delay due to a discussion about federal regulations concerning pool accessibility, a hearing was scheduled in regard to the complaint. Before the hearing, the parties agreed to conciliate the matter to resolve the complaint. The respondent installed a pool lift operating device to lift people in wheelchairs into and out of the Hazard Pavilion Swimming Pool. The respondent agreed to train employees to properly operate the device. The respondent compensated Maggard in the amount of \$9,500, agreed to undergo civil rights compliance training, and agreed to submit to commission compliance monitoring for three years.

The Lexington Fair Housing Council Inc. versus Sundance Property Management and Delaware Crossing, in Independence, Ky.: The Lexington Fair Housing Council alleged that Sundance Property at Delaware Crossing Apartments, 1800 Brentwood Lane, Independence, Ky., was discriminating based on disability in the area of housing, a violation of the Kentucky Civil Rights Act (KRS 344.360, KRS 344.280, the U.S. Americans with Disabilities Act of 1990 and the U.S. Fair Housing Act of 1968 as amended. The Lexington Council, an advocate organization for fair housing, claimed it conducted a survey of the Delaware Crossing property and claimed the property was not in compliance with design and construction aspects contained in the law, therefore making the property inaccessible to people with disabilities. Sundance Property Management denied any allegations of violations of the law and asserted it was unaware that its construction and design

at Delaware Crossing did not comply with the law. Before the commission made a determination of probable cause to believe discrimination occurred, the parties agreed to resolve the matter with a conciliation agreement. Sundance agreed to bring Delaware Crossing into compliance with construction and design requirements within the next eight months, making it accessible to people with disabilities. Sundance agreed to undergo civil rights law compliance training and to report to the commission on making the required changes.

Karen Aicken versus Riverside Parking Inc., in Louisville, Ky.: Karen Aicken alleged Riverside Parking discriminated against her based on the protected class of disability in the area of public accommodations, a violation of the Kentucky Civil Rights Act and the U.S. Civil Rights Act. She asserted the self-pay machine at the company's lot at 728 S. Fourth St. was not accessible to her because she uses a wheelchair and could not reach the machine. Riverside agreed to make wheelchair-accessible this parking lot and all those with the machines among its 77 lots in Louisville and Jefferson County. The commission discovered the machines were situated on cement slabs two or three inches above pavement and out of reach to people in wheelchairs. Before the commission completed investigation, the parties agreed to resolve the complaint with a conciliation agreement. In addition to the modifications the company has now made by placing all the existing machines at ground level and making them accessible to people with disabilities, the company also agreed to make accessible to people with disabilities any new lots it owns in the future. The company agreed to undergo civil rights compliance training and undergo compliance monitoring for three years.

Kimberly Bradley versus Park Place Townhomes Ltd., in Prestonsburg, Ky.: Kimberly Bradley alleged that Park Place Townhomes discriminated against her based on the protected class of sex in the area of housing, a violation of the Kentucky and U.S. Civil Rights acts and

the Kentucky and U.S. Fair Housing acts. She asserted the company denied her rental of an apartment at Park Place Apts., 5528 Kentucky Route 114, because she had a Domestic Violence Order against her ex-husband. She alleged the representative told her the company had a policy against renting property to anyone with a Domestic Violence Order or an Emergency Protective Order. Statistics show that women who hold these legal orders vastly outnumber men who do. Therefore, Bradley alleged the respondent's policy had a disparate impact on women. Investigation resulted in the commission's preparation to issue a finding of probable cause to believe discrimination occurred. However, before the commission issued the finding, the parties agreed to resolve the complaint with a conciliation agreement. Park Place Townhomes compensated Bradley with \$3,000 and affirmed that it is in compliance with civil rights laws. The respondent agreed to inform employees about illegal discrimination in housing including discrimination against current and prospective tenants who hold a Domestic Violent Order or Emergency Protective Order. The respondent agreed to undergo civil rights compliance training and undergo compliance monitoring for three years.

Betty J. Grider versus Sue Cook, in Bowling Green, Ky.: Betty Grider alleged that Sue Cook discriminated against her based on the protected class of race in the area of housing, a violation of the Kentucky and U.S. Civil Rights acts and their respective Fair Housing acts. Grider claimed Cook misrepresented that an apartment Cook owned at 1650 Roger Street had already been rented after Cook learned Grider's race. Grider claimed this occurred, despite the fact that Cook continued to advertise the apartment for two weeks. Grider claimed that Cook also offered the apartment to Grider's brother by telephone without learning his race on the same day she told Grider the apartment was rented. After its investigation, the commission was prepared to issue a finding of probable cause to believe discrimination had taken place. Before the issuance

Conciliation Agreements

of the finding, the parties agreed to a conciliation agreement. The respondent agreed to compensate Grider in the amount of \$4,500. The respondent agreed to comply with civil rights laws and to undergo civil rights compliance training and two years of compliance monitoring.

Charlotte Fernandes versus Acme Construction Company Inc., in Ashland, Ky.: Charlotte Fernandes alleged that Acme Construction Company discriminated against her based on the protected class of sex in the area of employment, a violation of the Kentucky and U.S. Civil Rights acts. Fernandes claimed the company rejected her request for employment because she is a female. After its investigation, the commission prepared to draft a recommendation of probable cause to believe discrimination occurred. After further negotiation, the parties chose to resolve the complaint with a conciliation agreement. Acme Construction agreed to compensate Fernandes in the amount of \$18,000, to actively seek women who can perform the essential functions of any available jobs at the company as job candidates, to bring its policies into civil rights law compliance and to undergo compliance training and monitoring for three years by the commission.

Toni Tate versus Edwin Luxon, in Richmond, Ky.: Toni Tate alleged that Edwin Luxon discriminated against her based on the protected class of family status in housing, a violation of the Kentucky and U.S. Civil Rights acts including the Kentucky and U.S. Fair Housing acts. Tate claimed that when she called Luxon to inquire about an apartment he owned, he asked her if she had children, and when he learned she had a son, he told her he did not rent to people with children. The aforementioned laws protect families with children under the age of 18 in the area of housing. Luxon denied any allegation of unlawful discrimination and asserted he did not deny Tate the opportunity to rent a property based on her family status. Before the commission investigation was complete, the parties chose to resolve the complaint with a

conciliation agreement. Luxon agreed to compensate Tate in the amount of \$750, to undergo, along with any employees, fair housing compliance training, and to undergo for three years compliance monitoring by the commission.

Gloria Pratt versus Longs Trailer Park, in Morehead, Ky.: Gloria Pratt alleged that Longs Trailer Park discriminated against her based on the protected class of disability in the area of housing, a violation of the Kentucky and U.S. Civil Rights acts including the Kentucky and U.S. Fair Housing acts. Pratt claimed that when she called the trailer park to inquire about a rental property, the representative said the company did not allow pets when Pratt said she had a service animal, which is not a pet. The company denied any allegation of unlawful discrimination. Before the commission investigation was complete, the parties chose to resolve the complaint with a conciliation agreement. Longs Trailer Park agreed to pay the Rowan County Dog Pound \$100. The respondent agreed to undergo fair housing compliance training and two years of commission compliance monitoring.

Timothy Owens v. Jewish Hospital, in Louisville, Ky.: Timothy Owens alleged that Jewish Hospital discriminated against him based on the protected class of disability in the area of public accommodations, a violation of the Kentucky and U.S. Civil Rights acts. Owens claimed that while he was a patient being seen at Jewish Hospital, he asked for an American Sign Language Interpreter for his first visit. On subsequent visits, he claimed, he was not provided adequate communications while being treated with medicines and other treatment. The hospital denied any allegation of unlawful discrimination and asserted that it attempted to provide Owens with a reasonable accommodation per his request. Before the commission completed its investigation, the parties chose to resolve the complaint with a conciliation agreement. Jewish Hospital agreed to compensate Owens in the amount of \$1,500 and to undergo civil rights

compliance training for its employees who interface with the public and compliance monitoring for three years by the commission.

In three separate complaints, Mary Bargo versus Billy Caldwell, Penny Rasberry versus Billy Caldwell, and Leslie Lively versus Billy Caldwell, in Coldiron, Ky.: Complainants Mary Bargo, Penny Rasberry, and Leslie Lively, in three separate complaints, alleged that Billy Caldwell discriminated against them based on sex. Specifically, the complainants alleged that Caldwell, a property owner from whom they rented housing, sexually harassed them. This would be in violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. The respondent denied all allegations and asserted that he did not violate the law. Before the commission completed its investigations, the parties agreed to conciliate the complaints in three separate conciliation agreements. The respondent affirmed that his housing policies and practices comply with civil rights law. He agreed to offer the opportunity to inspect, select, purchase and lease real estate without regard to race, color, religion, sex, disability, national origin, or familial status. He agreed not to discriminate on the basis of sex including committing any acts of sexual harassment toward current or prospective tenants. He agreed to pay \$4,000 to Bargo, \$4,000 to Rasberry, and \$4,000 to Lively, in exchange for mutual releases among the parties and the commission. He agreed that he and any employees will undergo civil rights compliance training and compliance monitoring by the commission for three years.

Jayd Crossley versus MOHAR Investments Inc. and Charlotte Moore, in Owensboro, Ky.: Jayd Crossley alleged that MOHAR Investments and Charlotte Moore discriminated against her based on familial status in housing, a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. Crossley rented from the respondents under a one-year lease term. She claimed that after she became pregnant, the respondents informed her before her lease term

Conciliation Agreements

was ended that they would not renew her lease because they do not allow children in their rental units. Crossley claimed she was then forced to vacate her apartment. This would be a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act, which in the area of housing prohibits discrimination against families with children under the age of 18, and includes protection for pregnant women. After its investigation, the commission prepared to issue a finding of probable cause that discrimination had taken place. Before the finding was issued, the parties agreed to resolve the complaint with a conciliation agreement. The respondents denied any violation of the law and affirmed that they comply with civil rights and fair housing laws and that they do not discriminate against prospective or current renters of their properties on the basis of family status. The respondents agreed to pay \$8,000 to Crossley in exchange for mutual releases among the parties and the commission, and agreed to act as a reference in her future efforts to acquire housing. The respondents agreed to undergo civil rights compliance training and compliance monitoring by the commission for three years.

Adam Conklin versus Hogg Rentals and Emogene Hogg, in Berea, Ky.: Adam Conklin alleged that Hogg Rentals and Emogene Hogg discriminated against him on the basis of familial status in the area of housing, a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. He claimed that his housing provider required him to pay more in rent because he had children in his home under the age of 18. Hogg Rentals denied all allegations and asserted that it did not discriminate against Conklin because he had children under 18. Before the commission completed its investigation, the parties agreed to resolve the complaint with a conciliation agreement. The respondent affirmed that it complies with fair housing law and that it does not discriminate based on any protected class including that of family status. Hogg Rentals agreed to pay the complainant \$155.83, and to modify Conklin's lease agreement to include a monthly rental amount that does not

reflect an increase due to the presence of children in the home. The respondent agreed to undergo compliance training and compliance monitoring by the commission for three years.

Becky Judson v. the Kentucky Transportation Cabinet, in Frankfort, Ky.: Judson alleged her employer, the Kentucky Transportation Cabinet, discriminated against her on the basis of a perceived disability in the area of employment. This would be a violation of the Kentucky Civil Rights Act (KRS Chapter 344.040) and the U.S. Civil Rights Act. Judson claimed her employer placed her on agency-directed sick leave for a three-month period and that she did not have a medical condition that required leave and she had not requested leave. As a result, she said, she was unable to apply for and use donated sick time to provide income. A hearing officer granted a motion for partial summary judgment, finding that the respondent was liable for discrimination. However, prior to conducting a final hearing on the remaining issues to be determined, the parties agreed to conciliation. The cabinet affirms that it has not and will not discriminate against any individual based on a protected class. The cabinet agreed to provide three months of back pay and all corresponding benefits to Judson, including service credit for retirement purposes, for the time the cabinet placed her on agency-directed sick leave and all additional back retirement pay to which she is entitled pursuant to the service credit. The cabinet agreed to undergo civil rights compliance training and to compliance monitoring by the commission for three years.

Lydia Bird versus the Housing Authority of Bardstown, Ky.: Bird alleged the Housing Authority of Bardstown discriminated against her based on disability in the area of housing. This would be a violation of the Kentucky Civil Rights Act (344.360) and the U.S. Fair Housing Act and the U.S. Americans with Disabilities Act. Bird claimed the Bardstown Housing Authority failed to provide a ramp for her during nearby construction, thereby limiting her ability to enter and exit her home. The

respondent denied all allegations of violation of law. After a full investigation by commission staff, the agency prepared to issue a probable cause finding to believe that discrimination occurred. Before the finding was issued, the parties agreed to resolve the matter in conciliation. The Bardstown Housing Authority agreed to perform the repairs necessary at the property, which were set forth in the results of an inspection and estimate totaling \$26,070. The respondent agreed to perform these repairs by June 30, 2012. The respondent agreed to pay Bird \$12,500 in exchange for mutual releases among the parties and the commission. The respondent agreed to undergo fair housing compliance training and compliance monitoring by the commission for three years.

Bruce and Maria Boerner versus Hamilton Housing Rental LLC, in Shelbyville, Ky.: The Boerners alleged that Hamilton Housing Rental discriminated against them on the basis of national origin (Ms. Boerner is of Hispanic descent, she said.) in the area of housing, which would violate the Kentucky Civil Rights Act and the U.S. Fair Housing Act. The couple claimed that Hamilton Housing falsely denied to them the availability of housing at one of its properties and made discriminatory statements to the couple. The company denied any violation of the law. The commission issued a probable cause finding stating there was sufficient evidence to believe discrimination occurred. Afterward, the parties agreed to resolve the matter with a conciliation agreement. Hamilton affirmed that it complies with civil rights laws including fair housing law and does not discriminate based on national origin or another protected class. The property company agreed to compensate \$700 to each complainant in exchange for resolution of the complaint. The company agreed to undergo fair housing training and commission compliance monitoring for three years.

Jeanie Burbridge versus Hilltop Homeowners Association, in Owensboro, Ky.: Jeannie Burbridge alleged that Hilltop Homeowners Association of Owensboro discriminated against her on

Conciliation Agreements

the basis of her children's race (biracial) in the area of housing, which would violate the Kentucky Civil Rights Act and the U.S. Fair Housing Act. She claimed the homeowners association denied her biracial sons access to the swimming pool and common areas of the property treating them differently than non-biracial children of other residents. Hilltop denied any violation of the law and asserted it acted in accordance with its articles of incorporation. Before the commission investigation was complete, the parties agreed to resolve the matter with a conciliation agreement. Hilltop Homeowners Association agreed it complies with the Kentucky Civil Rights Act and the U.S. Fair Housing Act and does not discriminate against people based on race or any protected class. Hilltop agreed to compensate Burbridge with \$935 for resolution of the complaint.

Jonathan and Tiffany Ratliff versus Foxglove Management LLC, Becky Chenault, Allen Grant Sr., Molly Pingleton, Brook Means, and Randall Grant, in Richmond, Ky.: In two separate complaints, Jonathan and Tiffany Ratliff alleged that Foxglove Mgt. et al discriminated against them based on disability in the area of housing, which would violate the Kentucky Civil Rights Act and the U.S. Fair Housing Act. The couple claimed the respondents denied the Ratliffs housing after discovering that Tiffany Ratliff had a service dog in training and questioned whether the animal was a "true" service dog. Foxglove et al denied all violations of the law and asserted the complainants did not provide requested documentation to verify the dog is certified as a service animal and helps Ms. Ratliff's disability. Before a determination was made by the commission, the parties agreed to resolve the matter with a conciliation agreement. The Ratliffs will have the service animal reside at the property with them. They have the option to renew their lease until they wish to move unless the respondents substantiate a reasonable cause not to renew a lease. The respondents will not be able to terminate the complainants' lease because of any incident related to the service animal unless the animal poses a

direct threat. The respondents removed the \$300 pet fee they charged to the Ratliffs and will not charge any other fees or deposits related to the animal.

Belinda Dobson versus Jewish Hospital, in Louisville, Ky.: Belinda Dobson alleged that Jewish Hospital discriminated against her based on the protected class of disability in the area of public accommodations, a violation of the Kentucky and U.S. Civil Rights acts. Dobson claimed that although she asked the hospital to provide an American Sign Language interpreter for her, the hospital did not provide her with an interpreter while she was under its care. Jewish Hospital asserted it did not discriminate against Dobson and denied all allegations of violation of the law. During the course of the commission investigation, the parties chose to resolve the matter with a conciliation agreement. Jewish Hospital affirmed that it does not and shall not illegally discriminate against any person. As part of the agreement, the hospital will require disability civil rights compliance training for employees and their supervisors who interact with patients in clinic settings and who schedule surgery. The hospital will undergo compliance monitoring for three years by the commission. The complainant agreed that no monetary payment would be part of the conciliation and requested only that the terms and conditions of the conciliation be followed by the hospital.

DeShaun Pettway versus Affiliated Computer Services Inc., in Lexington, Ky.: DeShaun Pettway alleged Affiliated Computer Services discriminated against him based on the protected class of race in the area of employment, a violation of the Kentucky and U.S. Civil Rights acts. Pettway claimed the company denied him his paid time-off wages upon leaving his position with the company. Based on its investigation, the commission issued notice to the parties that probable cause existed to believe discrimination had occurred. Before the commission held a final hearing in the case, the parties chose to resolve the matter with a conciliation agreement. The company denied all allegations of violation of the law. It affirmed that it

does and shall comply with civil rights law in its employment practices. As part of the agreement, Affiliated Computer Services will compensate Pettway in the amount of \$3,500, of which \$774 will be subject to payroll withholding. The company will undergo employer civil rights compliance training and submit to compliance monitoring for one year by the commission.

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

Education and Outreach

“All doors are open in Kentucky,” a Commission and HUD Partnership on Fair Housing

The “All Doors Are Open In Kentucky” program from January 2012 through the fiscal reporting period end of June 30, 2012, allowed the Kentucky Commission on Human Rights to provide education and outreach trainings, workshops and other projects designed to increase understanding and awareness about fair housing law. The partnership continues past the June 30, 2012, fiscal year end, and will continue into the first quarter of 2013.

According to the U.S. and Kentucky Fair Housing acts, people have the right to choose the housing they want and can afford, without being discriminated against based on race, color, religion, national origin, sex, disability and familial status.

The familial status class protects people who have children under age 18 in the household and women who are pregnant. It is also against fair housing law for newspapers and other advertisers to say in a housing rental or sale advertisement, “No children allowed.”

It is illegal to retaliate against anyone who files a discrimination complaint with the Kentucky Commission on Human Rights.

The program has been focused on helping various state populations:

People found to be vulnerable to housing discrimination

- Immigrants and refugees protected by the class of national origin, many of whom may be unaware of the law or need information in their own languages;
- People with disabilities who can benefit from learning details of fair housing rights and protections concerning service animals, equal access and reasonable accommodations;
- Members of minority groups who continue to face housing discrimination.

People who need information about required compliance and how to comply:

- Housing professionals such as realtors, landlords, property managers, bankers, and mortgage company employers and employees;
- Advertisers, newspaper and web company employers and employees that list housing property for sale or rent.

Groups vulnerable to housing discrimination who do not currently have civil rights protections:

The commission worked with HUD to reach lesbian, gay, bisexual and transgender (LGBT) people and their families who are interested in housing and other discrimination.

Also encouraged to attend discussion forums were interested members of the public, advocates, support groups, government officials, and housing officials.

The commission worked to provide information about HUD’s new rule that provides equal opportunity and treatment for people based on marital status and sexual orientation who utilize HUD-funded housing and financing. The general public was invited to all of the fair housing activities.

The commission worked to help HUD and the state gather housing discrimination information for people who do not belong to a protected class under the law:

The commission created a survey to assist the state and the U.S. HUD to determine issues surrounding housing discrimination against people based on sexual orientation, which is not currently a protected class under state or federal civil rights or fair housing laws. In Kentucky, some people who are LGBT have civil rights protections through their city governments, which have local city ordinances that include sexual orientation and gender identity as protected classes. These cities in Kentucky include Louisville, Lexington and Covington.

The Commission gave a total of 21 Fair Housing Workshops this year

“Know Your Fair Housing Rights Workshops and Training.” (The following are only examples):

May 15, 2012, with the Hopkinsville Commission on Human Rights at the Pennyrile Area Development District Office in Hopkinsville, Ky. The free public workshop agenda included topics such as: Why Fair Housing Still Matters, Hopkinsville Housing Update, the Basics of Immigrant Housing Rights and Responsibilities, and Overcoming Cultural Barriers in Housing.

April 4, 2012, The state commission and the Lexington Fair Housing Council conducted a free training on the Kentucky Fair Housing Act in London, Ky. The training took place at the Cumberland Valley Area Development District. It was attended by real estate licensees, landlords, social service providers and government employees. Other similar workshops took place on:

June 20, 2012, Murray State University, Murray, Ky.

June 21, 2012, Centre College, Danville, Ky.

June 22, 2012, Morehead State University, Morehead, Ky.

June 23, 2012, WLOU and WLLV Chickasaw Park musical Summerfest. Workshops were held at the commission’s Fair Housing Center Exhibit tent at various times throughout the event. Louisville, Ky.

Some Fair Housing workshops were held to give stakeholders and the public an opportunity to learn about the 2012 HUD

Education and Outreach

rule that provides certain discrimination protections for HUD housing and financing program applicants based on their marital status and sexual orientation. Another function of the workshops was to give people the opportunity to express their concerns about sexual orientation discrimination or about adding sexual orientation as a protected class to the Fair Housing Act.

The commission also conducted fair housing compliance training for respondents of housing discrimination complaints who, as part of their conciliation agreements, took the training to learn how to keep from violating the law.

Exhibits

The commission held exhibits across the state. One of the best attended was the annual Louisville Worldfest celebration, which takes place each Labor Day weekend and draws thousands of people to the Louisville, Ky., waterfront. The agency placed a special emphasis on fair housing at exhibits and held about 30 exhibits during the annual period.

19 other type Civil Rights workshops and trainings this year

The commission conducted workshops and training throughout the year on sexual harassment, cultural diversity and sensitivity, new commission operations, new commissioner training, national origin civil rights workshops, employment equal opportunity training, general civil rights workshops, and public accommodations and other compliance training.

An example of training the commission conducted was on July 6, 2011, where it instructed 400 Job Corps employees on the Kentucky Civil Rights Act and the function of the state commission in investigating and ruling on civil rights complaints. The event took place at the Earl Clements Job Corps Center in Morganfield, Ky.

Commission officials also gave a civil rights workshop for a group of Hispanic immigrant youths in Winchester, Ky., on

July 24, 2011.

Youth Human Rights Councils

The commission recognizes that educating students about the benefits of equal and fair treatment, respect and peaceful social relationships will strengthen and sustain Kentucky's future. Therefore, last year, the agency created the Kentucky Commission on Human Rights Youth Human Rights Council Establishment Program.

Last year, Central High School in Louisville, Ky., became the first school in the state to form a Youth Human Rights Council with the commission's assistance.

During the July 1, 2011 to June 30, 2012 reporting period, the commission helped two more schools form councils, Seneca High School in Louisville and Bardstown High School. Each council established its own goals, objectives and projects unique to their student bodies. The councils are intended to promote human and civil rights among students and mutual understanding and harmony in the school environment.

Immigration Outreach

1st Northern Kentucky Latino Summit

The Covington Human Rights Commission and the Kentucky Commission on Human Rights held the first Northern Kentucky Latino Human Rights Forum for 70 residents who had questions about citizenship, obtaining driver's licenses, housing, and how to work with police departments. The event was held in May 2012 at the Church of Our Savior in Covington, Ky.

There was a panel discussion, which included Covington Police Chief Lee Russo. Mary Richie of the Women's Crisis Center spoke about human trafficking. Cincinnati attorney Thomas Geygan Jr. spoke about immigration. Leo Calderon, director of Latino Affairs at Northern Kentucky University, also spoke. A second Latino Forum was then held in the area on July 28, 2011, with a similar format.

6th Annual Hispanic, Immigrant and Refugee Networking Summit

The Kentucky Commission on Human Rights on October 6, 2011, held its 6th Annual Hispanic, Immigrant and Refugee Networking Summit.

The free event drew approximately 150 participants, providing a unique opportunity for people to share practical information and discuss issues that immigrants face in their everyday lives as citizens or residents of Kentucky. The event took place at the Kentucky Cooperative Extension Office in Shelbyville, Ky.

Participants included Kentuckians representing a number of national origins. There were forums, presentations by guest speakers, and audience discussions.

Speakers included (among others at the day-long event) Delquan Dorsey Sr., Executive Director, Governor's Office of Minority Empowerment; Chip Smith, Attorney, Kentucky Labor Cabinet; Karen Mixson, Director Division of Career Opportunities, Kentucky Personnel Cabinet; Jennifer Baker, Branch Manager, Diversification and Equity Branch, Department of Education; Erin Howard, Hispanic/Latino Outreach, Bluegrass Technical College; Eduardo Nino-Moreno, Director, Campus Diversity and Inclusion, Office of the President, Transylvania University; and Toni Smith, Fair Trainer and Outreach Coordinator, Kentucky Housing Corporation.

Gallery of Great Black Kentuckians

The Kentucky Commission on Human Rights on February 8, 2012, announced three inductees into its Gallery of Great Black Kentuckians. The inductees were Kentucky State Senator Gerald Neal, the late Arthur Walters and the late William Blakey.

The inductions and accompanying Gallery of Great Black Kentuckians Poster unveiling took place at the 2012 Kentucky Black History Month Celebration, sponsored by the Kentucky Black Legislative Caucus.

Below, Gov. Steve Beshear (far left) helps the commission unveil the posters.



Over 200 people attended the celebration held in the Capitol Rotunda in Frankfort, Ky. Gov. Steve Beshear participated as did several legislators.

Commission Chair George W. Stinson of Louisville, Ky., then Commissioner Alma Randolph Patton of Owensboro, Ky., and commissioners Duane Bonifer of Greensburg, Ky., and Henry Curtis of Frankfort, along with Executive Director John J. Johnson, announced the new inductees.

The commission in 1970 introduced the Gallery of Great Black Kentuckians. The educational program recognizes achievements of Kentucky African Americans who may not be highlighted in traditional histories and who have made remarkable achievements. Others have made a mark in the history of Kentucky and the nation. The gallery now has 54 members. The biographical-style posters are used by schools and libraries as tools to bring Kentucky African American role models and history into classrooms and to the public.



Above, Kentucky Human Rights Commissioner Curtis and Executive Director Johnson surprised State Senator Neal with the announcement that he was selected this year as a Great Black Kentuckian.

Gerald A. Neal, the state senator who currently represents District 33 in Jefferson County, was the first African American man elected to the Kentucky State Senate. First elected in 1989, he has since been consecutively re-elected the last 22 years. This represents the second

to the longest service of any African American member of the Kentucky General Assembly. Neal is also an inductee of the Kentucky Civil Rights Hall of Fame.



William Arthur "Buddy" Blakey (1943-2010), a native of Louisville, Ky., made a national impact by devoting his life's work to advocating for educational opportunities on behalf of minority and

disadvantaged students. As a prominent Washington D.C. attorney, he led the lobbying efforts that resulted in passage of the Historically Black College and University (HBCU) Act as well as the Thurgood Marshall Legal Education Opportunity Program Act funded by the U.S. Congress. He served as legal counsel to the United Negro College Fund for more than 15 years.



Arthur Meredith Walters (1918-2010), was a social service administrator who is most recognized for his role as the Louisville Urban League executive director from 1970 to 1987. Known as a "bridge-builder" and one of Louisville,

Kentucky's most effective leaders for justice and opportunity, he was among the inaugural inductees of the Kentucky Human Rights Commission Civil Rights Hall of Fame in 2000.

Martin Luther King Recognition 2012

Commission officials participated in special events throughout the state to recognize the National Rev. Martin Luther King Jr. Holiday in January 2012.



Kentucky Commission on Human Rights State-At-Large Commissioner Samuel Coleman told school students in his city of Middlesboro, Ky., about his personal experiences in the push for civil rights and about how he has

been inspired by the work of the late Dr. King.



Kentucky Human Rights Commissioner of the 1st Supreme Court District Timothy Thomas chaired the Hopkins County, Ky., 28th annual celebration of the Martin Luther King Jr. National Holiday. The event was held on Jan. 14, Kentucky

Commission on Human Rights Executive Director John Johnson introduced Naomi Barber King, the keynote speaker at the Hopkins County event. She is widow of the late Rev. A.D. Williams King, younger brother of Dr. Martin King Jr. She and her husband served with his brother in the 1950s and 60s, a turbulent period of the American Civil Rights Movement.



Kentucky Human Rights Commissioner of the 7th Supreme Court District Ann Newman is also chair of the NAACP Chapter of Boyd and Greenup counties in Kentucky. She participated in King holiday events in her

hometown of Ashland, Ky., including a Jan. 15 community service sponsored by the Ashland Area Ministerial Association and a Jan. 16 annual Martin Luther King Jr. Day Service at the historic St. James AME Church. Commissioner Newman helped organize the service, which was sponsored by the Boyd & Greenup NAACP chapter.



Executive Director Johnson gave several speeches throughout the year. For example, he spoke at the 10th annual King service in Hartford, Ky., on Jan. 16, at Harvest House Church, which sponsored the event.

Hartford and surrounding towns in Ohio County lie in Kentucky's 2nd Supreme Court District, which was represented at the time by, now, former Kentucky Human Rights Commissioner Alma Randolph Patton, who participated in the service and assisted with its promotion.



Ms. Randolph Patton also gave greetings for the commission at the Owensboro Human Relations Commission King Commemorative March on Jan. 17.

Communications

Radio Campaign

In January 2012, the commission began a statewide partnership with HUD to raise awareness of fair housing rights.

This has allowed the commission since April 2012 to conduct a year-long radio campaign that has been reaching since then an average of 419,700 people a month, approximately 1.4 times, and making a total of 591,000 impressions on listeners.

By the end of the radio campaign in January 2013, the campaign will have reached 1,109,800 people 4.4 times, and will have made 4,837,900 impressions.

The commercials are played on over 90 radio stations, in all 120 counties of the state. Some are aired beyond Kentucky. From its inception on April 23, 2012 to the end of the annual reporting period, June 30, 2012, the commercial played 3,747 times.

Video Public Service Announcement

Within the partnership, the commission produced video public service announcements, which were distributed to about 50 television stations that air in Kentucky. The first announcement features Governor Steven Beshear, who graciously agreed to narrate, as he talked to Kentuckians about the right to fair housing, the obligation to comply with fair housing and civil rights laws, and the authority of the Kentucky Commission on Human Rights to enforce the laws.



Internet Communications

The advertisements and public service announcements have been heard and seen in English, and Spanish depending upon the station's audience.

In addition, they are posted on the commission internet "YouTube" site, and on the commission "Facebook" and "Twitter" sites, which can be accessed from the commission website homepage.

The commission's Facebook following consists of over 1,300 people. Commission news, civil rights news and announcements, and news of interest to people belonging to protected classes is regularly posted to the Facebook and Twitter sites.

From July 1, 2011, to June 30, 2012, the commission received 270,443 visits to its website at kchr.ky.gov. The site has information for people interested in the commission's function as the state government Kentucky Civil Rights Enforcement authority, the agency's activities, and in learning about civil rights and how to comply with the law. It contains research reports and links to statistical information. The monthly average of visits to the website was 23, 286 during the reporting period. This represents over double the number of visits to the commission website during last year's reporting period.

Promotion in other languages

The Kentucky Commission on Human Rights produced during the period three "All Doors are open in Kentucky" newsletters.

Also produced were three new Gallery of Great Black Kentuckian posters that were presented in February 2012 in the Capitol Rotunda. The biographical posters were of State Senator Gerald Neal, William Arthur Blakey and Arthur Meredith Walters.

The HUD Fair Housing partnership presented the opportunity for the commission to interpret fair housing and agency civil rights literature into other languages: English-Braille, Arabic, Burmese, Karen, Chin, French, Nepali, Kirundi, Tigrinya, and Swahili. The commission already produces the literature in English, Bosnian, Karen, Russian, Somali, Spanish, and Vietnamese. These languages have been selected with help from organizations that assist Kentucky residents of other national origins and from U.S. Census demographics concerning the makeup of the Kentucky population.

Press

During the reporting period, the commission issued over 50 press releases to inform the public of its state government human rights commission's legal rulings, functions, activities, and civil rights issues of concern. The releases were issued to media all over the state and to the Associated Press.

Additionally, newspapers published a number of editorials and

Communications

statements written by the commission to raise awareness about various human and civil rights issues.

The agency received news coverage including its editorials on approximately 160 occasions. Coverage was published in newspapers, on websites, and was aired on television and radio stations throughout the state. The agency processed 50 open record requests during this period.

One television interview with Executive Director John Johnson was aired on a Kentucky Educational Television (KET) talk show. He was among guests asked to comment on current civil rights concerns. The show aired a number of times in the beginning of 2012. It followed a special 10th anniversary airing of KET's "Telling the Story," an in-depth documentary that covered the history of civil rights in Kentucky. Mr. Johnson was also interviewed in the original production.

A Lexington, Ky., radio talk show about minority affairs, "Key Conversations," featured on July 31, 2011, Communications Director Victoria Stephens. She discussed the widening gap of wealth between whites and minorities. She spoke about U.S. Census statistics that reflect growing diversity and the need for workforce training for minorities.

Field Supervisor Juan Peña conducted Spanish radio and television interviews and wrote newspaper articles in Spanish for the purpose of discussing immigrant civil rights and responsibilities.

In the summer of 2012, the *Realtor Magazine* published an article by Mr. Peña on behalf of the commission, titled, "Why Fair Housing still Matters."

The commission was pleased that *The New York Times* mentioned the Kentucky Commission on Human Rights opposition to the death penalty in the leading paragraph of one of its editorials. The commission has passed a resolution to the Governor and the

General Assembly asking to abolish the death penalty in Kentucky.

Other Advertising

The commission promoted fair housing rights with three billboards. The first was in Louisville, Ky., on Kentucky Derby Day and during the week before and after Derby in May 2012. The Derby Digital sign was located on the I-65 Expressway by the State Fairgrounds and near the approach to the Louisville International Airport and the Watterson Expressway (Interstate 264) ramp that leads to the Churchill Downs Racetrack. The board was seen by thousands of people from all over the state and the world. See below.



Two billboards were posted from May to June 2012 in Frankfort, Ky. Both promoted the Commonwealth of Kentucky as an equal opportunity-minded and welcoming state. This was done in light of a racist group's event, which was held in the state capital city during that period.

The agency produced a print, "All doors are open in Kentucky," advertisement, which was placed in a number of newspapers and event programs throughout the reporting period on about 20 occasions.

The ads were published in English and Spanish. They were also used in fair housing training and education materials to accompany the HUD partnership

activities of the commission. An example of one of the Fair Housing Partnership print advertisements is as follows:

Local Human Rights Commission Partners

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



At left, the newest local human rights commission in Kentucky, the Berea Human Rights Commission. Kentucky Human Rights Field Supervisor Juan Peña on Nov. 28, 2011, trained the new commissioners to perform their job as commissioners to their community.

The Berea commission became operational in October 2011. The commissioners say they are enjoying working with Berea City Mayor Steven Connelly, who also attended part of the training, and working with their partner, the Kentucky Human Rights Commission.

They are seen here during the Nov. 28 training session. From left to right: Tim Hampton, Chair Mae Suramek, Chad Hembree, Jeannie Gregory, Lisa Vaughn, Paula Dunson-Wood, and Jonathan Shinhofen.

Local Human Rights Commission Partners

There are 24 local human rights commissions in Kentucky. One of the functions of the Kentucky Commission on Human Rights as mandated by its governing law, KRS Chapter 344 (the Kentucky Civil Rights Act), is to work with local governments to form local human rights commissions.

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

6 local human rights commission trainings this year

The Kentucky Human Rights Commission trains local commission members, meets with them to assist with issues, and attends local commission meetings to provide information to the public and local commission members.

How Local Commissions work

Kentucky has a growing network of local human rights commissions. These partners promote peace, mutual respect, understanding, and quality of life in their regions. When necessary they forward complaints to our agency. These local commissions are vital to Kentucky and to its agency, the Kentucky Commission on Human Rights. Because of budget constraints and our limited resources, their assistance in giving the state human rights commission a community presence in Kentucky's 120 counties is important.

They provide this local presence and the face-to-face contact so necessary to our residents across the state in order to uphold security in an increasingly diverse and growing Commonwealth.

Some local commissions, such as Lexington and Louisville, have their

own staff and conduct their own discrimination investigations. Most refer discrimination cases to the Kentucky Human Rights Commission because they don't have full-time staff and are mostly volunteer agencies.

Local human rights commissions are allowed to adopt ordinances to enforce all of the civil rights laws that the Kentucky Human Rights Commission enforces. In fact, local commissions may include by city or local government ordinances protected classes not protected by the Kentucky Civil Rights Act and the U.S. Civil Rights Act. Three local commissions – Covington, Lexington and Louisville – have ordinances that protect people from discrimination based on sexual orientation.

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

For example, the Ashland Human Rights Commission sponsors forums to allow city commission candidates to meet the public and answer questions on how they would govern and help residents. The Bowling Green Human Rights Commission has sponsored police/youth forums to allow officers and teens to meet and air grievances in order to build lasting relationships. The Richmond Human Rights Commission each year honors the United Nations Universal Declaration of Human Rights by sponsoring a program that features people of different national and ethnic backgrounds performing songs, poetry, dances from their native lands. The Louisville Commission has an annual forum to discuss local social justice and equality issues of concern to residents. The Covington Human Rights Commission has sponsored housing forums that have led its city commission to pass a resolution asking developers and landlords to include units for low-income and disabled residents.

Local human rights commissions may also sponsor educational programs with the Kentucky Commission on Human Rights

on a variety of issues.

3 Local Commission Discussion Roundtables

The Kentucky Commission on Human Rights held three regional roundtables with local human rights commission partners this year.

For example, it held a discussion roundtable for the state's local human rights commissions located in Central and Southern Kentucky on Oct. 17, 2011, in Shelbyville, Ky.

Natasha J. Watson, the center director for the U. S. Dept. of Housing and Urban Development's Office of Fair Housing and Equal Opportunity, was the featured speaker. She discussed issues surrounding discrimination in housing along with relevant updates on immigration. The roundtable was hosted by the Shelby County Human Rights Commission with its chairperson, Gary L. Walls.

There are six local human rights commissions among the 27 counties of Central and Southern Kentucky. The purpose of the event was to help these civil rights partners network and share best practices as they work with the state commission to end discrimination of all kinds.

The six Central and Southern Kentucky commissions are: Louisville/Jefferson County Metro Human Relations; Danville-Boyle County Human Rights Commission; Bardstown-Nelson County Human Rights Commission; Lebanon Human Rights Commission; Shelby County Human Rights Commission (serving Simpsonville, Shelbyville, and Shelby County); and, the Mercer County Human Rights Commission (serving Harrodsburg, Burgin and Mercer County).

Human Rights Partners (Partial List)

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

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

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

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

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

FULTON COUNTY - UNIT #3086
GEORGETOWN-SCOTT COUNTY
HARDIN COUNTY - UNIT #3087
HARLIN COUNTY - UNIT #3088
HARDIN COUNTY YOUTH COUNCIL - UNIT #3741
HAZARD PERRY COUNTY - UNIT #3089
HENDERSON COUNTY - UNIT #3090
HOLMES HIGH SCHOOL CHAPTER - UNIT #3866
HOPKINSVILLE - UNIT #3092
IRVINGTON - UNIT #3093
KENTUCKY STATE UNIVERSITY - UNIT #3750
LANCASTER COUNTY - UNIT #3094
LOUISVILLE - UNIT #3098
LA GRANGE REFORMATORY - UNIT #3096
LEBANON - UNIT #3095
LEXINGTON (FAYETTE COUNTY) - UNIT #3097
MADISON COUNTY (RICHMOND) - UNIT #3099
MADISONVILLE - UNIT #3858
MADISONVILLE (HOPKINS COUNTY) - UNIT #3100
MAYFIELD (GRAVES COUNTY) - UNIT #3101
MAYSVILLE/MASON COUNTY - UNIT #3261
MERCER COUNTY - UNIT #3102
MIDDLESBORO (BELL COUNTY) - UNIT #3103
MUHLENBERG COUNTY - UNIT #3117
MURRAY/CALLOWAY COUNTY - UNIT #3104
NELSON COUNTY - UNIT #3106
NORTHERN KENTUCKY - UNIT #3105
NORTHERN KENTUCKY UNIVERSITY - UNIT #3853
OWENSBORO - UNIT #3107
PADUCAH - UNIT #3108
PADUCAH YOUTH COUNCIL - UNIT #3746
PARIS-BOURBON - UNIT #3125
PROVIDENCE COUNTY - UNIT #3272
RICHMOND-MADISON COUNTY
RUSSELLVILLE (LOGAN COUNTY) - UNIT #3109
SCOTT COUNTY - UNIT #3121
SHELBY COUNTY - UNIT #3110
SIMPSON COUNTY (FRANKLIN) BRANCH - UNIT #3111
UNIVERSITY OF KENTUCKY - UNIT #3748
UNIVERSITY OF LOUISVILLE - UNIT #3749
UNION COUNTY BRANCH - UNIT #3112
WESTERN KENTUCKY UNIVERSITY - UNIT #3754
WINCHESTER (CLARK COUNTY) - UNIT #3113
WOODFORD COUNTY - UNIT #3114

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