



Kentucky Commission on Human Rights



**Equality. Justice. Freedom.
We're Standing Strong in Kentucky.**

2002 Annual Report

**To our Governor,
people of Kentucky,
and human rights allies everywhere**

It is with pride that we commend to you the Kentucky Commission on Human Rights 2002 Annual Report, which covers the period of July 1, 2001, through June 30, 2002.

Not long after the reporting year began, all our lives were deeply shaken with the events of September 11, 2001. The horrible tragedies stood many on common ground as we deal with loss and change.

The crisis has also resulted in an onslaught of complex human and civil rights issues. The Kentucky Commission on Human Rights and human rights leaders everywhere are determined to serve our nation by standing strong for human and civil rights.

During the course of the year, the commission marked each achievement as a measure to affirm that if the world has changed since September 11, the values on which our country is founded have not; that fear is not a guide to the constitution, but it is guided by the principles of equality, justice and freedom. The commission remains steadfast on this course as we strive toward solutions and a better world.

We appreciate your continued leadership, support and collaboration as we stand for people's civil rights in the great Commonwealth of Kentucky.



Priscilla

A handwritten signature in cursive script, reading "Priscilla Johnson".



Beverly Watts,

A handwritten signature in cursive script, reading "Beverly Watts".

Standing Strong in Kentucky

We are proud to serve all people in Kentucky.

The Kentucky Commission on Human Rights (KCHR) is the agency within state government created to ensure equality in Kentucky. Our purpose is to protect people from discrimination by enforcing the Kentucky Civil Rights Act.

KCHR's duty is to receive, initiate, investigate, seek to conciliate, conduct hearings, and rule upon complaints alleging violations of the Kentucky Civil Rights Act.

We are proud of our achievements in human rights, which stretch over the last four decades. With headquarters in Louisville and

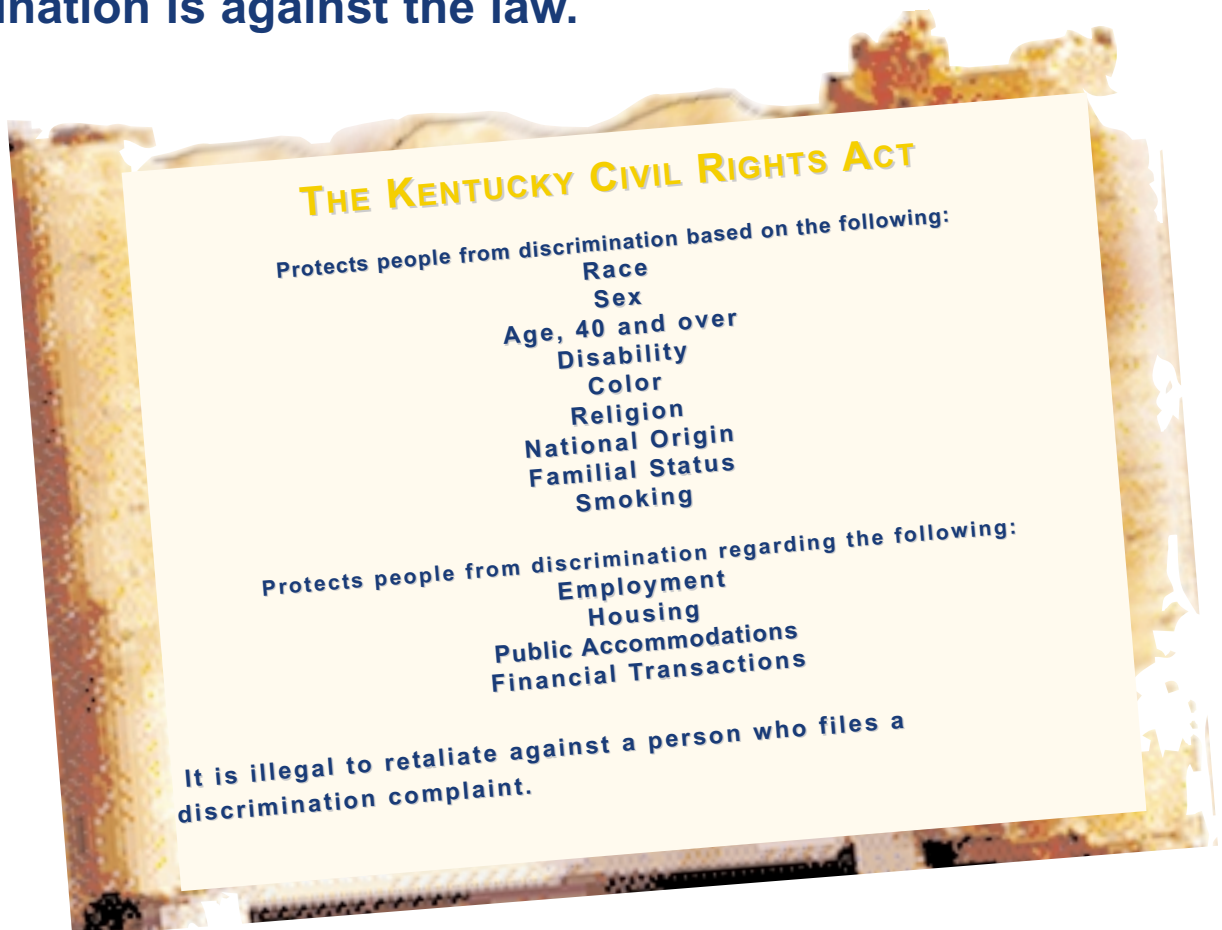
the Northern Kentucky office in Covington, KCHR has opened doors of opportunity to thousands of people.

Our agency is made up of the commission body, the executive director and 35 staff members.

The commission body consists of the chair and 10 commissioners who hear and rule on discrimination complaints.

In addition, KCHR vigorously carries out the task of helping people in Kentucky understand the importance of civil rights and equality.

Discrimination is against the law.



**We are the guardians
of civil rights
for people in Kentucky.**

Our Commitment

**Kentucky Revised Statute 344.020
Kentucky Commission on Human Rights
Mandate**

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.

Our Mission

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

Our Vision

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



Equality is for everyone.

This year, the Kentucky Commission on Human Rights was galvanized into action to emphasize society's reliance on the contributions of all its people.

Achievement highlights in every area of our work underscored the vitality derived from inclusiveness, and the strength and resource of diversity.

We reached out to growing minority communities.

We were firm in holding accountable those found guilty of discrimination in Kentucky.

We kept the public trust by researching and reporting on the state of human and civil rights in the Commonwealth.

We promoted the importance of equality, honoring Kentucky champions who have fought and sacrificed for human rights.

Fair Housing Education and Outreach

This year, the Kentucky Commission on Human Rights proudly introduced an education and outreach program designed to inform Kentucky Hispanic communities about the right to fair housing. This initiative was created to meet the needs of the growing Hispanic population, which more than tripled in Kentucky during the last 10 years.

The program includes:

*Public events that provide information about fair housing rights and how to get help when discrimination occurs.

*Spanish-language literature and website information about fair housing.

*Training for commission partners, public officials and other organizations who work with Hispanic communities.

*Collaboration with partner organizations for Hispanic outreach projects.

*A bilingual education and outreach coordinator to help us better serve the Hispanic public and media.

KCHR received two grants to fund these efforts: The Fair Housing Initiatives Program grant was awarded by the U.S. Department of Housing and Urban Development; the Community Development Block Grant was awarded by the Kentucky Department for Local Government and the Kentucky Housing Corporation.

Research on Kentucky government workforce

Published in June – *The Status of Women and Minorities in Kentucky State Agencies; an analysis of employment, job levels and salaries* – revealed factors covering the last four years that we must address: 1) the slow rate of increasing female and minority employment; 2) an unchanging percentage of African-American employees, which is not reflective of population increases; 3) continuing salary gaps for minorities and women; 4) and, a lagging-behind by some cabinets to solve discrepancies and meet goals.

Over the past 30 years, the commission has periodically published reports that study employment practices in Kentucky government agencies.

The new report illustrates data in the 15 cabinets, and the departments and constitutional offices of the state. It also serves as an evaluation of the Affirmative Action Plan (AAP) of 1996. AAP goals are based on population ratios in Kentucky.

While it's important to acknowledge the strides made in the state government workforce, it would be a mistake to minimize the serious need for more improvement.

Meeting the overall minority employment goal during the last 36 months lays a good foundation. However, there is a long way to go in order to have a state workforce that reflects our diversity. Our strength lies in citizens. We must utilize the talents of all our citizens.

Standing Strong in Kentucky

Burden and Hines vs. Wal-Mart

The Kentucky Commission on Human Rights ordered Wal-Mart Stores Inc. to pay a total of \$40,000 damages to two former employees for discrimination based on race. The company did not appeal.

The commission entered a final order on June 6, 2001, finding Wal-Mart guilty of discriminating against Lottie Burden and Johnnie Hines of Logan County, Ky., on the basis of race. They received their checks from Wal-Mart for \$20,000 each at commission headquarters in July.

Commissioners Henry Curtis of Frankfort, Deborah Kent and Y. Denise Payne Wade, both of Louisville, wrote the decision, in consultation with Chair Priscilla Johnson of Lexington, and the commission.

Ms. Burden, white, and Mr. Hines, African-American, were employees at the Russellville, Ky. Wal-Mart receiving department on Aug. 17, 1989, when management terminated the interracial couple for violating the company's fraternization policy.

The store first denied Burden's request that she and Hines be allowed to date even though the store allowed other employees, white, to date one another. The all-white couples had violated Wal-Mart's fraternization policy but had not been terminated.

In his testimony, a Wal-Mart manager admitted he handled Burden's and Hines' request to date differently from other requests because he felt pressure from other employees about the "black/white thing." He told the couple permission to date was being denied by the store based on rumors and problems caused from the relationship.

"I do believe race had a lot to do with there being a decision at all," he testified.

In addition to the damages awarded to the complainants for embarrassment and humiliation, Wal-Mart was ordered to provide diversity training for all personnel at the Russellville store and report to the commission.

KCHR first ruled on this case in 1991, after efforts to conciliate failed. The commission then found Wal-Mart guilty of discrimination and ordered the company to pay the couple a total of \$17,500. Wal-Mart appealed the decision on procedural grounds to the Logan Circuit Court, which vacated the commission's order.

The commission appealed, and in 1996, the Kentucky Court of Appeals reversed the circuit court and remanded the case to the court, which then remanded it to the commission for recommendation by hearing officers who previously heard the case.

The commission issued a final order on Oct. 25, 1996, which again found Wal-Mart guilty. Wal-Mart appealed, alleging new procedural errors.

Logan Circuit Court reversed the commission decision on procedural grounds surrounding the hearing officer's recommendation.

The circuit court issued an amended opinion on Nov. 29, 2001, directing the commission to submit the matter to a new hearing officer and remanding it to the commission on procedural grounds alone.

Kentucky Civil Rights Hall of Fame

Sixteen heroes were inducted into the Kentucky Civil Rights Hall of Fame in a special ceremony on July 18, 2001. Over 300 people attended the event at Actors Theatre in Louisville.

Anne and Carl Braden, Ira Bell, Edward Claybrook, E. Willis Cole, Gov. Bert Combs, Bishop Robert Estill, Rev. William Jones Sr., Julia Lewis, Dr. Abby Marlatt, Dr. Frank Moxley, Senator Gerald Neal, Prof. Paul Oberst, Dr. Samuel Robinson, Lucretia Ward, and Jesse Warders were inducted.

This was only the second inductions celebration for the hall of fame, which the commission established in 2000, during our 40th anniversary.

The Kentucky Civil Rights Hall of Fame recognizes Kentucky leaders of current and past eras who displayed exemplary leadership to achieve equality. Their work and sacrifices cover many human rights issues regarding race, sex, age, disability, color, religion, national origin and familial status. The new members join the ranks of 22 inaugural inductees.

Lt. Governor Stephen Henry was one of several officials who spoke at the event. "Kentucky has a proud history of civil and human rights activism, and this is an important acknowledgment of individual achievements," he said.

The inductees were chosen from a group of 45 people that were nominated by the public. Their fascinating stories are those of Kentucky heroes, which offer valuable historical and current affairs perspectives. Their actions helped bring about changes in legislation, education and other areas for the advancement of fair treatment and equal opportunity.

The inductees were chosen by an independent panel of judges.

Though civil rights in Kentucky have progressed, said Beverly Watts, commission executive director, the fight to end discrimination and inequality still continues. "By remembering the past, we refuse to return to it," she said.

The next inductions will be announced and celebrated in July 2003. KCHR will accept nominations by the public through March 14, 2003.

Justice requires action.

KCHR administers the Kentucky Civil Rights Act to ensure justice and equality in the Commonwealth. This state government agency provides legal process and remedy in order to enforce and uphold the Kentucky Civil Rights Act.

From July 1, 2001, to June 30, 2002, we managed 7,826 public inquiries from the public. These *intakes* represent a 56 percent increase over the number processed last year.

We closed 366 complaints – a 30 percent increase over last year.

We reached over \$127,000 in conciliation agreements for Kentucky complainants.

At least 16 complaints were withdrawn in order to negotiate

private settlements, with disclosed amounts totaling over \$11,000.

A commission finding of discrimination based on disability in employment was upheld by circuit court on appeal along with the damages award of \$20,000.

In findings of discrimination, Kentucky complainants received a total of \$42,000 in damages.

Discrimination Complaint Process

KCHR's duty is to receive, initiate, investigate, seek to conciliate, hold hearings on, and rule upon complaints alleging violations of the Kentucky Civil Rights Act.

Filing a Complaint

A person who believes he/she has been illegally discriminated against may contact KCHR by phone, fax, email, mail or in person. This begins the complaint process. An enforcement officer will listen to the complaint and ask 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 one year of the incident. All complaints must be signed and notarized.

Conciliation

KCHR staff will work to conciliate the complaint. Conciliation involves negotiating between the parties who have been charged with discrimination and the person(s) who made the complaint. Conciliation talks can lead to an agreement, which can include a monetary sum.

Investigation

Once the complaint is filed, KCHR staff will undertake a thorough, impartial and objective investigation. An enforcement officer will conduct interviews and gather facts from the person making the complaint and those who have been charged with discrimination.

Findings

If after investigating the complaint, KCHR does not find evidence to support the complaint, the person who filed the complaint and those who have been charged with discrimination will be notified. The complaint will then be dismissed. Complaints can only be dismissed by the commissioners.

When the evidence is strong enough to believe that illegal discrimination has probably occurred, a finding of "probable cause" will be determined. Only a small percentage of complaints lead to a finding of probable cause.

Litigation and Administrative Hearing

After investigation leads to a probable cause finding, the complaint moves from the investigation phase to the litigation phase.

KCHR staff attorneys work on behalf of the complainant to conciliate and litigate in matters concerning the discrimination complaint.

In the event that no conciliation settlement can be reached, KCHR commissioners will conduct a hearing. KCHR attorneys represent the person who is making the discrimination complaint at the hearing. Hearings are similar to civil trials.

The evidence is presented at the hearing. The commission will either dismiss the case or issue a final order.

Enforcement

When the commission determines that illegal 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 accommodation in housing.

Commission final orders have the effect 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.

Why Complaints Filed (Basis)

Basis	Last Year		This Year		This Year
Race	130	46.3%	153	36.3%	
Sex	41	14.6%	77	18.3%	
Disability	30	10.7%	57	13.5%	
Retaliation	28	10.0%	55	13.1%	
Age	22	7.8%	28	6.7%	
Familial Status	19	6.8%	19	4.5%	
National Origin	6	2.1%	20	4.8%	
Religion	3	1.0%	11	2.6%	
Color	2	0.7%	1	.2%	
*Total no. basis	281	100%	421	100%	

*One complaint may allege more than one basis of discrimination.

Distribution of Complaints Filed

Complaint Area	Last Year		This Year		This Year
Employment	165	66.2%	218	66.5%	
Housing	57	22.8%	74	22.6%	
Public Accommodation	27	10.8%	36	11.0%	
Financial Transaction	0	0%	0	0%	
Total complaints filed	249	100%	328	100%	

Outcomes of Complaints Closed

Complaint Area	Last Year		This Year		This Year
No Probable Cause	270	85.7%	284	77.6%	
Conciliation agreements	18	5.7%	43	11.7%	
Withdrawals	14	4.4%	21	5.7%	
Withdrawals with Settlement	8	2.5%	16	4.4%	
Damages Awarded	5	1.5%	2	.5%	
Total	315	100%	366	100%	

**Standing Strong
in Kentucky**

Conciliation Agreements

The Kentucky Commission on Human Rights approved the following conciliation agreements at regular commission meetings held monthly throughout the year ending June 30, 2002. Conciliation agreements are not admissions by any respondents of any violations of the law. Conciliation agreements are reached by both parties in consideration for the full and complete resolution of all claims. All respondents deny any allegations of violations of the law. Conciliation agreements are reached through KCHR negotiations between the complainants and respondents.

Blakley v. Whites Mobile Homes in London: In a complaint alleging discrimination based on age (over 40) in employment, a conciliation agreement included \$600 compensation to complainant and KCHR monitoring of the respondent for three years.

Bobo v. K-Mart in Louisville: In a complaint alleging discrimination based on race in a public accommodation, a conciliation agreement included \$500 compensation to the complainant and KCHR monitoring of the respondent for three years.

Caldwell v. Ten Broeck Dupont Hospital in Louisville: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$750 compensation to the complainant and KCHR monitoring of the respondent for three years.

Doepel v. United Glove Bluegrass Division, Newton, N.C. in Gulston: In a complaint alleging discrimination based on age (over 40) in employment, a conciliation agreement included \$8,000 compensation to the complainant. The company stopped doing business in Kentucky in June 1999.

Eback v. Taco Bell in Glasgow: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$2,572 compensation to the complainant, offer of reemployment with a guaranteed wage and number of hours to complainant, and KCHR monitoring of the respondent for three years.

Edwards v. Dickman d/b/a Dickman Apartments Inc. in Covington: In a complaint alleging discrimination based on familial status in housing, a conciliation agreement included \$1,000 to complainant, participation in KCHR fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

Fields v. Georgetown News Inc. d/b/a Scott Shopper in Georgetown: In a complaint alleging discrimination based on familial status in housing, a conciliation agreement included \$1,500 compensation to KCHR; compliance to fair housing laws regarding advertising, participation in KCHR fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

Fields v. Palmer in Sadieville: In a complaint alleging discrimination based on familial status in housing, a conciliation agreement included compliance to fair housing law regarding advertising, participation in KCHR fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

Fogle v. Physiotherapy Associates in Shepherdsville: In a complaint alleging discrimination based on sex in employment, a conciliation agreement included \$300 compensation to the complainant and KCHR monitoring of the respondent for three years.

Grant v. 5-7-9 Store in Louisville: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$6,000 compensation and \$500 in store certificates compensation to the complainant, a neutral letter of reference for the complainant, and KCHR monitoring of the respondent for three years.

Hile v. Leroy's Food Mart and Cafe in Henderson: In a complaint alleging discrimination based on disability in a public accommodation, a conciliation agreement included a written apology to the complainant, renovation of the bathroom facility to accommodate disability by the respondent, and KCHR monitoring of the respondent for three years.

Hobbs v. AA Sales and Development Inc. in Grayson: In a complaint alleging discrimination based on sex in employment, a conciliation agreement included \$7,000 compensation to the complainant, sexual harassment policy development and implementation by the respondent, and KCHR monitoring of the respondent for three years.

Howard v. Krystal Restaurant in Middlesboro: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$3,500 compensation to the complainant and KCHR monitoring of the respondent for three years.

Huff v. Transylvania University in Lexington: In a complaint alleging discrimination based on age (over 40) in employment. Conciliation agreement included \$500 compensation to the complainant and KCHR monitoring of the respondent for three years.

Hurt v. Greyhound Bus Lines in Bowling Green: In a complaint alleging discrimination based on disability in a public accommodation, a conciliation agreement included \$1,200 compensation to the complainant, bus driver participation in the Americans With Disabilities Act training program by the respondent, sensitivity training for all employees at the Bowling Green depot who have contact with the public by the respondent, and KCHR monitoring of the respondent for three years.

In the matter of Law v. Moss d/b/a Dixie Mobile Home Park in Radcliff: In a complaint alleging discrimination based on race in housing, a conciliation agreement included \$500 compensation to each of the two complainants, participation in KCHR

fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

Jones v. Master-Halco Inc. in Louisville: In a complaint alleging discrimination based on age (over 40) in employment, a conciliation agreement included \$5,000 compensation to the complainant. The company no longer operates in Kentucky.

Manica v. Bluegrass Trucking Inc. in Shelbyville: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$750 compensation to the complainant and KCHR monitoring of the respondent for three years.

Marshall v. Moss d/b/a Dixie Mobile Home Park in Radcliff: In a complaint alleging discrimination based on disability in housing, a conciliation agreement included \$500 compensation to the complainant, participation in KCHR fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

Medina v. Speedway Super America in Louisville: In a complaint alleging discrimination based on national origin in a public accommodation, a conciliation agreement included \$2,000 compensation to the complainant and KCHR monitoring of the respondent for three years.

Milesko v. Trillium Industries in Louisville: In a complaint alleging discrimination based on retaliation in employment, a conciliation agreement included \$500 compensation to the complainant and KCHR monitoring of the respondent for three years.

Milligan v. ResCare Inc. in Frankfort: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$3,500 compensation to the complainant and KCHR monitoring of the respondent for three years.

Murry v. Bluegrass Trucking Inc. in

Shelbyville: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$500 compensation to the complainant, the release of a \$1,259 debt allegedly owed the company by the complainant, and KCHR monitoring of the respondent for three years.

Pilcher v. Moss d/b/a Dixie Mobile Home Park in Radcliff: In a complaint alleging discrimination based on disability in housing, a conciliation agreement included \$500 compensation to complainant, participation in KCHR fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

KCHR enforces the Kentucky Civil Rights Act, which prohibits discrimination based on race, sex, religion, national origin, age (over 40), color, disability, familial status, retaliation in employment, housing, public accommodation, and financial services. Complaints that cannot be dismissed, settled or conciliated, go to administrative hearing, where commission decisions have the authority of a court of law.

Pond v. Kmart Store #9651 in Danville: In a complaint alleging discrimination based on disability in employment, a conciliation agreement included \$1,250 compensation to the complainant and KCHR monitoring of the respondent for three years.

Roberts v. Swifty Gas in Louisville: In a complaint alleging discrimination based on race in a public accommodation, a conciliation agreement included \$2,750 compensation to the complainant and KCHR monitoring of the respondent for three years.

Robinson v. Kay and Kay Contracting Inc. in Harlan: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$12,500 compensation to the complainant, a neutral job reference for the complainant, and KCHR monitoring of the respondent for three years.

Smith v. Dickman d/b/a Dickman Apartments Inc. in Forth Wright: In a complaint alleging discrimination based on familial status in housing, a

conciliation agreement included \$500 compensation to the complainant, participation in KCHR fair housing training by the respondent, and KCHR monitoring of the respondent for three years.

Steptoe v. Segal, Sales, Stewart, Cutler and Tillman in Louisville: In a complaint alleging discrimination based on disability in a public accommodation a conciliation agreement included \$6,000 compensation to the complainant and KCHR monitoring of the respondent for three years.

Stone v. Dairy Queen in Eminence: In a complaint alleging discrimination based on disability in employment, a conciliation agreement included \$9,000 compensation to the complainant, reinstatement of employment and retraining to the complainant, posting and implementation of policies and procedures by the respondent, hosting of a KCHR training event by the respondent, and KCHR monitoring of the respondent for three years.

Turner v. Ann Taylor Distribution Services Inc. in Louisville: In a complaint alleging discrimination based on race in employment, a conciliation agreement included \$2,000 compensation to the complainant and KCHR monitoring of the respondent for three years.

Warren v. Mortenson Broadcasting in Lexington: In a complaint alleging discrimination based on sex in employment, a conciliation agreement included \$3,650 compensation to the complainant and KCHR monitoring of the respondent for three years.

Wren v. ATR Wire and Cable Co. in Danville: In a complaint alleging discrimination based on age (over 40) in employment, a conciliation agreement included \$3,042 compensation to the complainant, retroactive restoration of the previous, higher salary to the complainant, a neutral job reference for the complainant, and KCHR monitoring of the respondent for three years.

Taxi business ordered to pay damages for disability discrimination



Beverly Calvert of Radcliff, Ky. received a check from Freddy's Taxi Cab Services Inc.

The Kentucky Commission on Human Rights ordered a Radcliff taxi company to pay \$2,000 to a woman for unlawful discrimination.

The commission entered a final order on Feb. 1, 2002 finding Freddy's Taxi Cab Services Inc. guilty of discriminating against Beverly Calvert of Radcliff on the basis of her disability, which causes her to utilize a wheelchair.

On May 11, 1999, owner Fred Robinson told Ms. Calvert that his drivers would no longer help her into taxi vans. He

refused to provide service to her because she required assistance getting in and out of cabs. The company had provided service to her on several previous occasions.

After May 11, Ms. Calvert was forced to traverse city streets in her wheelchair. "I had to get around somehow," she told news media.

The commission ordered the company to make at least one of its vans accessible to Ms. Calvert in compliance with the law.

Conciliation brings equipment for hearing-impaired customers

**Timon v. Home Supply Co. Inc.
d/b/a The Galt House and The Galt House East**

Betty Timon of Bellevue alleged discrimination against the Louisville hotel company based on disability in violation of The Kentucky Civil Rights Act, KRS 344.120, and The Americans with Disabilities Act.

Ms. Timon claimed she was denied the use of a TDD/TTY telephone for the hearing-impaired by The Galt House of Louisville.

The commission made a determination of probable cause. In April 2002, the parties agreed to conciliate the matter prior to a

hearing in consideration for the full and complete resolution of all claims.

The company agreed to compensate Ms. Timon in the amount of \$2,000, provide a fixed and static ADA compliant TDD/TTY telephone among the largest bank of pay phones located both at The Galt House and The Galt House East, provide 25 kits for use in hotel rooms for guests, and provide notice of these services in lobbies and to guests.

Conciliation reached on the basis of sex in employment

**Bartels v. Realty Management Corp.
d/b/a The Lane Company**

Karl Bartels of Jackson, Miss., alleged discrimination against his former employer, based on retaliation and sex in employment, in violation of KRS 344.040 and Title VII of the Civil Rights Act of 1964.

Bartels claimed he was subjected to sexual harassment from his supervisor and then terminated in retaliation for reporting the supervisor's actions. The Lane Company, located in Louisville, denied these allegations.

During the commission's investigation, the parties agreed to conciliate the matter in December 2001, in consideration for the full and complete resolution of all claims.

The company agreed to compensate Mr. Bartels in the amount of \$12,000, and report discrimination issues to KCHR for three years. This agreement was not an admission by The Lane Company of any violation of the law.

Complaints by County

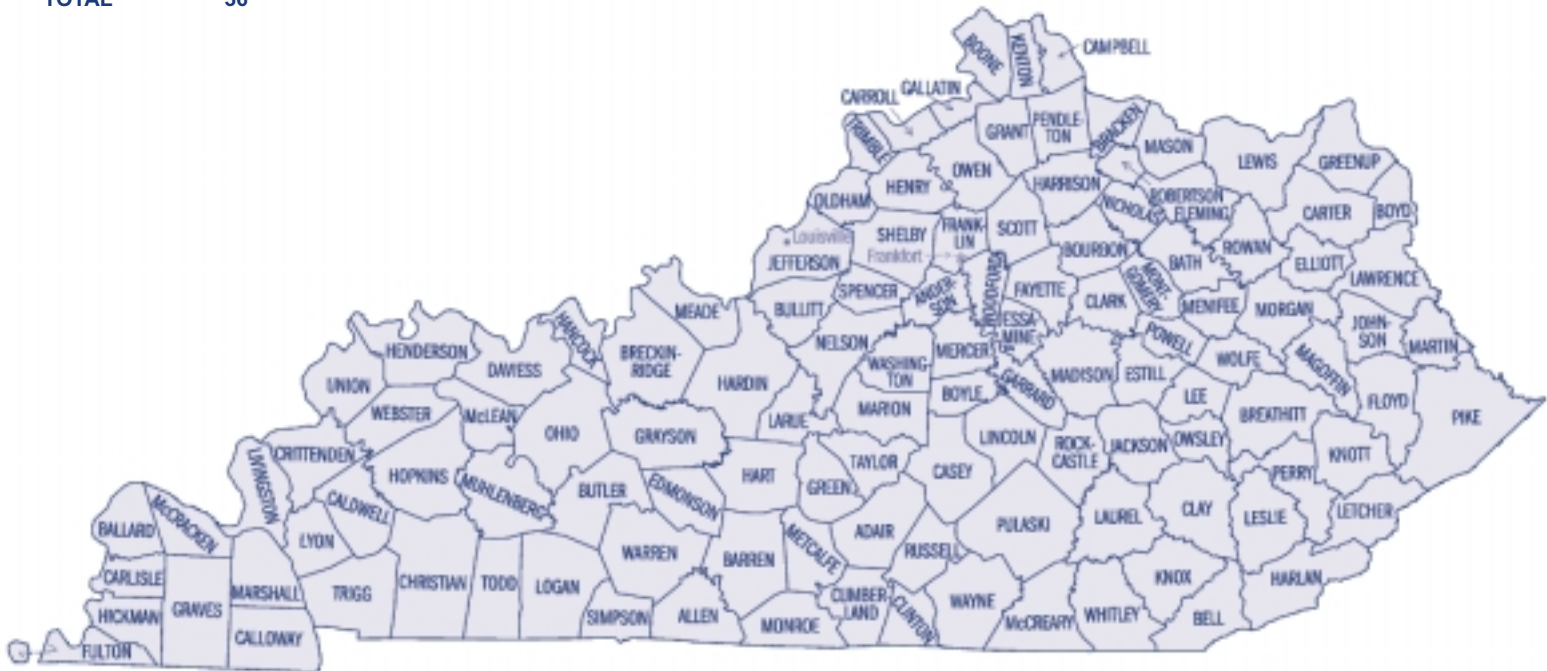
PUBLIC ACCOMMODATION

Boone	1
Boyd	1
Clay	2
Fayette	1
Hardin	1
Harrison	1
Henderson	1
Jefferson	18
Kenton	2
McCreary	2
Nelson	1
Warren	1
Wayne	1
Woodford	3

TOTAL 36

HOUSING

Barren	4	Daviess	2	Laurel	1
Boone	3	Fayette	5	Lincoln	4
Bourbon	1	Franklin	7	Menifee	1
Boyle	2	Grant	1	Oldham	1
Breathitt	1	Green	1	Pulaski	1
Butler	2	Greenup	4	Scott	1
Calloway	3	Harrison	1	Taylor	1
Campbell	4	Jefferson	3	Wayne	1
Carroll	1	Johnson	2	Whitley	2
Christian	3	Kenton	8		
Clay	2	Knox	1	TOTAL	74



EMPLOYMENT

Adair	1	Crittendon	1	Jefferson	60	Oldham	2
Barren	2	Cumberland	1	Kenton	7	Pike	1
Bath	1	Daviess	6	Knox	3	Powell	1
Bell	2	Fayette	10	Laurel	2	Pulaski	5
Boone	1	Franklin	6	Lincoln	1	Rowan	2
Bourbon	1	Fulton	1	Madison	4	Russell	1
Boyd	3	Garrard	1	Magoffin	1	Scott	2
Boyle	4	Graves	1	Marion	2	Shelby	3
Bullitt	1	Grayson	2	Marshall	1	Simpson	1
Butler	2	Green	3	Mason	3	Taylor	3
Calloway	2	Greenup	4	McCracken	4	Union	1
Campbell	1	Hancock	1	McClean	1	Warren	11
Carroll	1	Hardin	3	Meade	1	Woodford	4
Carter	2	Harlan	1	Mercer	1		
Christian	2	Harrison	1	Montgomery	5	TOTAL	218
Clark	4	Henderson	7	Nelson	1		
Clinton	2	Hopkins	2	Ohio	1		

Note: Housing complaints in Jefferson and Fayette counties filed with local commissions are not reflected above.

Freedom – Let it ring!

“As long as one of us is chained, none of us is free.”

Our mission to end discrimination is possible, and a key is sharing knowledge toward understanding, awareness and change.

We use every education, partnership and public outreach resource available in order to provide excellent service, inform and raise awareness.

We work to emphasize that equality, inclusiveness and diversity are necessary components for a healthy society, free from the barriers of prejudice, hatred and oppression of all kinds.

KCHR experts conducted 26 education programs throughout the state, with over 1,100 people attending.

Approximately 27,000 information brochures, posters and other literature were distributed to industries, businesses, educators, students and the citizens of the Commonwealth.

Staff participated in 142 external training sessions to maintain our excellent service to people in Kentucky.

Working with local commissions and other organization human rights partners, we collaborated in 125 projects and conferences designed to educate the public.

In order to provide assistance with structure, procedures and operation, we

liaised with local commissions throughout Kentucky over 115 times this year.

We assisted in the re-activation of the Murray Human Rights Commission.

In addition to the report on female and minority employment in Kentucky government, we presented information about minority employment in the Kentucky State University Athletic Department, University of Louisville efforts toward community capacity building, and Kentucky Bucks for Brains program civil rights issues.

Awareness strategies included free public events, additions to the KCHR literature line, and media campaigns.

2002 Education Programs

Fair Housing Training Seminars

Designed for: Housing providers, realtors, financial lenders, advertisers, community groups and the public.

Subject matter: Fair housing rights; how to comply with the law; how to get help when discrimination occurs.

Fair Employment Training Seminars

Designed for: Employers, employees, human resource professionals and the public.

Subject matter: Civil rights in employment; how to comply with the law; Equal Employment Opportunity Commission and Fair Employment Practice Agencies compliance standards; how to get help when discrimination occurs. Includes sexual harassment and diversity training.

Diversity Training Seminars

Designed for: Businesses, community groups, police and government officials, human resource professionals and the public.

Subject matter: Value development; stereotypes; methods and principles of cultural awareness; methods for eliminating prejudice and discrimination; community relations; developing tools for inclusive communities; how to use differences as a strength.

Sexual Harassment Training Seminars

Designed for: Employers, employees and human resource professionals.

Subject matter: How to comply with the law; how to promote a harassment-free, productive work environment; how to get help when discrimination occurs.

Standing Strong in Kentucky

2002 Local Human Rights Commission Partners

Ashland Human Rights Commission
Richard Munn, Chair

Bardstown Human Rights Commission
Kathy Reed, Chair

Bowling Green Human Rights Commission
Gwen Downs, Executive Director

Covington Human Rights Commission
Rev. Donald Smith, Chair

Danville-Boyle County Human Rights Commission
Bennie Phillips-Chair

Franklin Human Rights Commission
Deb Thompson, Chair

Henderson-Henderson County Human Rights Commission
Jeffrey Gregory, Executive Director

Hopkinsville Human Relations Commission
Bernard Standard, Executive Director

Lexington-Fayette Urban County Human Rights Commission
William Wharton, Executive Director

Louisville-Jefferson County Human Relations Commission
Phyllis Atiba Brown, Executive Director

Mayfield Human Rights Commission
Teresa Cantrell, Director

Midway, Versailles and Woodford County Human Rights Commission
Larry Blackford, Chair

Murray Human Rights Commission
Doris Clark-Parham, Contact

Owensboro Human Relations Commission
William Dixon, Executive Director

Paducah Human Rights Commission
Stanley Beauchamp, Executive Director

Russellville-Logan County Human Rights Commission
William B. Elliott, Chair

2002 Human Rights Organization Partners

-ACLU of Kentucky	-Kentucky County School Board
-Affirmative Action Advisory Committee	-Kentucky Fairness Campaign
-African American Catholic Ministries	-Kentucky Hate Crimes Task Force
-AFSCME of Kentucky	-Kentucky Housing Corporation
-Arch Diocese of Louisville - Rural Ministry Center	-Kentucky Migrant Legal Services
-Business and Professional Women River City	-Kentucky NAACP
-Cathedral Heritage Foundation	-Kentucky Rainbow Coalition
-Catholic Charities-Bardstown	-Kentucky Real Estate Commission
-Center for Women and Families	-Kettering Foundation
-Centro Latino-Owensboro	-Legal Aid Society of Louisville
-Centro Latino-Shelbyville	-Lexington Fair Housing Council
-Children's Law Center	-Lincoln Foundation
-Church Women United of the Louisville area	-Louisville NAACP
-Coalition for the Homeless	-Louisville Tenants Association
-Community Action Agency	-Louisville Urban League
-Covington Police Department	-Martin Luther King, Jr. State Commission
-Department of Local Government	-Metropolitan Housing Coalition
-Education Equity Task Force	-Predatory Lending Panel
-Equal Employment Opportunity Commission	-Migrant Network Coalition
-Fair Housing Council	-National Association of Human Rights Workers
-Federal Bureau of Investigation	-National Coalition Building Institute - Louisville Chapter
-Fellowship of Reconciliation	-National Conference for Community and Justice
-Fund for Women	-National Council of Jewish Women - Louisville Chapter
-Governor's Child Labor Committee	-National Council of Negro Women - Louisville Chapter
-Governor's Housing Conference	-National Fair Housing Alliance
-Governor's Minority Management Task Force	-NETWORK
-Hispanic Ministry-Covington	-Northern Kentucky African American Heritage Task Force
-Intergovernmental Black History Committee	-Northern Kentucky NAACP
-International Association of Official Human Rights Agencies	-One Louisville
-Jefferson Board of Education	-Peace Education Program
-Jefferson County Clerk	-Planned Parenthood of Kentucky, Inc.
-Jefferson County Community Action Committee	-Southern Transportation Civil Rights Conference
-Jefferson County Police Department	-Subcommittee for Equity and Justice for All Youth
-Jewish Community Federation of Louisville	-Take Back the Night Louisville Planning Committee
-Kentuckiana Interfaith Community	-Tri County and Kentucky Alliance Against Racists and Political Repression
-Kentuckiana Metroversity	-U.S. Housing and Urban Development
-Kentucky Commission on Women	



Darien Dash
Seventh Annual Town Forum

The KCHR Seventh Annual Town Forum was held Saturday November 10, 2001, at the Seelbach Hotel in Louisville. The televised public event featured a panel of experts who discussed what America calls the digital divide, the gap in computer and Internet access and technology. A presidential consultant on the issue, Darien Dash of DME Interactive Holdings Inc. in Englewood Cliffs, N.J., talked about ways to provide access to minorities, poor and rural populations – groups experts say have been left behind. KCHR holds annual forums to give parents, educators, business professionals and the community opportunities to explore civil rights issues in the region.



Crystal Finley, Miss Kentucky 2001
and Katie Baughman.
Sixteenth Martin Luther King Legacy Day

KCHR's 16th annual Martin Luther King Legacy Celebration was held January 14, 2002, at Spalding University in Louisville. Over 200 people attended. Miss Kentucky 2001 Monica Hardin, a former KCHR Martin Luther King, Jr. Youth Leadership Award winner, was the key speaker. The 2002 youth winners were Crystal Finley and Katie Baughman. The adult leadership award was presented to *Courier-Journal* columnist Betty Baye for her outstanding coverage of diversity issues. The Executive Director Community Service Award was shared by the 16 local human and civil rights commissions in Kentucky.



Jane Summers



Effie Waller Smith

The Gallery of Great Black Kentuckians unveiled four new posters at ceremonies throughout the year.

Jane Roberta Summers from Covington, the late activist and trail-blazer who waged campaigns against social injustice, racism, homelessness, and hunger; poster unveiled in Covington at St. James Church.

Effie Waller Smith, the nationally published, turn-of-the-century poet from Pikeville; poster unveiled in the capitol rotunda by the governor.

Carl Brashear from Sonora, the U.S. Navy hero whose life was depicted in the 2000 film, *Men of Honor*. Master Diver Brashear traveled to Louisville for this unveiling and autographed posters for a crowd that swelled to over 200 people.



Carl Brashear



W. J. Hodge

Rev. Dr. W.J. Hodge, first black president of the Louisville Board of Aldermen, civil rights leader during the 1960s, and pastor of Fifth Street Baptist Church in Louisville over 30 years; poster unveiled at the Sunday service of his church, now led by the late reverend's son.

We began the gallery series in 1970, to recognize the achievements of African Americans neglected in traditional histories and introduce them into Kentucky classrooms.

Each of the 32 Great Black Kentuckians is profiled on his or her own colorful poster and matching bookmark. All materials are free to the public.

KCHR operates as a high profile state government agency in order to promote and keep equality, justice and freedom in the public eye. The year's special events and discrimination complaint outcomes were regularly covered by statewide television, newspapers, radio and Associated Press. Coverage included 12 television talk show and news interviews, 10 radio show interviews, one magazine feature and more than 25 newspaper stories, both news and feature.

Integral to outreach were: more than 40 print advertisements; two television commercials celebrating inclusiveness and fair housing rights (these reached an average 250,000 viewers, each.); and Insight Cable Television aired three taped public awareness events a total of 17 times.

The www.state.ky.us/agencies2/kchr website was enhanced to assist visitors, adding links to many human rights-related sites, and listing announcements. We added our brochures, newsletters and research information in colorful, easy-to-read and printable form; we created the Gallery of Great Black Kentuckians on-line and the Ky. Civil Rights Hall of Fame on-line.

We added a colorful identity brochure to the information literature line. The quarterly newsletter, *The Human Rights Report*, was re-designed and incorporates issue and feature coverage; news and announcements from our local commission partners; commission findings; and KCHR awareness campaigns. The publication goes to a mailing list of 3,500 members of the public, government, human rights professionals and organizations throughout the U.S.

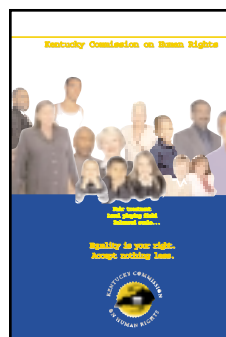
Key spokesperson, KCHR Executive Director Beverly Watts, was re-elected in July 2001 to a second term as the International Association of Official Human Rights Agencies president. This lends Kentucky top recognition throughout the world as a state that stands strong for human and civil rights. This year, she attended the NGO forum at the United Nations World Conference on Race in South Africa and was an observer at the official U.N. meeting. She also represented Kentucky, addressing human rights issues and giving lectures to public groups all over the United States, on behalf of the commission.



Television media surrounded Great Black Kentuckian Carl Brashear at his KCHR poster unveiling in Louisville.



Website



Information Literature



Quarterly Newsletter



Beverly Watts

Standing Strong in Kentucky

2002 Kentucky Commission on Human Rights Commissioners

The Kentucky Commission on Human Rights convened 12 times in 2002. In addition to hearing and ruling on complaints, the commissioners actively addressed discrimination when problems arose to

public attention, issuing position statements and calls to action when appropriate.

Two commissioners earned hearing officer certification as a service to the public.



Priscilla Johnson
Chair



Robert Bowling
Middlesboro



Richard Brown
Owensboro



William Cleves
Covington



Thurmond Coleman Sr.
Louisville



Henry Curtis
Frankfort



Sue G. Dowdy
Russell



Annazette Fields
Murray



Deborah Kent
Louisville



Mary Ann Stewart
Crestview Hills



Y. Denise Payne Wade
Louisville

Kentucky Commission on Human Rights 2002 Staff

Beverly L. Watts
Executive Director

Linda Thompson
Executive Secretary

Olivia Strickland
Staff Advisor

Gary Wathen
Network Manager

ADMINISTRATION
Anna Adams
Finance and Personnel Manager

DeOndrea Bowdre
Administrative Specialist

Shirley Pasley
Administrative Specialist

Vicki Rodgers
Receptionist

ENFORCEMENT
Arthur Kaufman
Enforcement Manager

Joseph T. Brown
Employment and Public
Accommodations Supervisor

Ann Stivers
Administrative Specialist

David Alexander
Enforcement Officer

Anne Hardy
Enforcement Officer

Jerry Johnson
Enforcement Officer

Joseph Lally
Enforcement Officer

Douglas Lanier
Enforcement Officer

Leslie Marlin
Enforcement Officer

Wanda Melvin
Enforcement Officer

Troy Roberts
Enforcement Officer

John Willis
Enforcement Officer

Cynthia Thornburg
Housing Supervisor

Michael Foree
Enforcement Officer

Juan Pena
Hispanic Education and Outreach
Coordinator

LEGAL
Jeff Metzmeier
Managing Attorney

Dianne Carson
Policies and Procedures Specialist

Alteata McWilliams
Attorney

Morgan Ransdell
Attorney

RESEARCH AND INFORMATION
Cynthia Fox
Research and Information
Supervisor

Adrienne Henderson
Western Kentucky Field
Supervisor

Muthusami Kumaran, Ph.D.
Research Projects Supervisor

Floyd Buckner
Webmaster and Graphic Designer

Glenda Green
Human Rights Representative

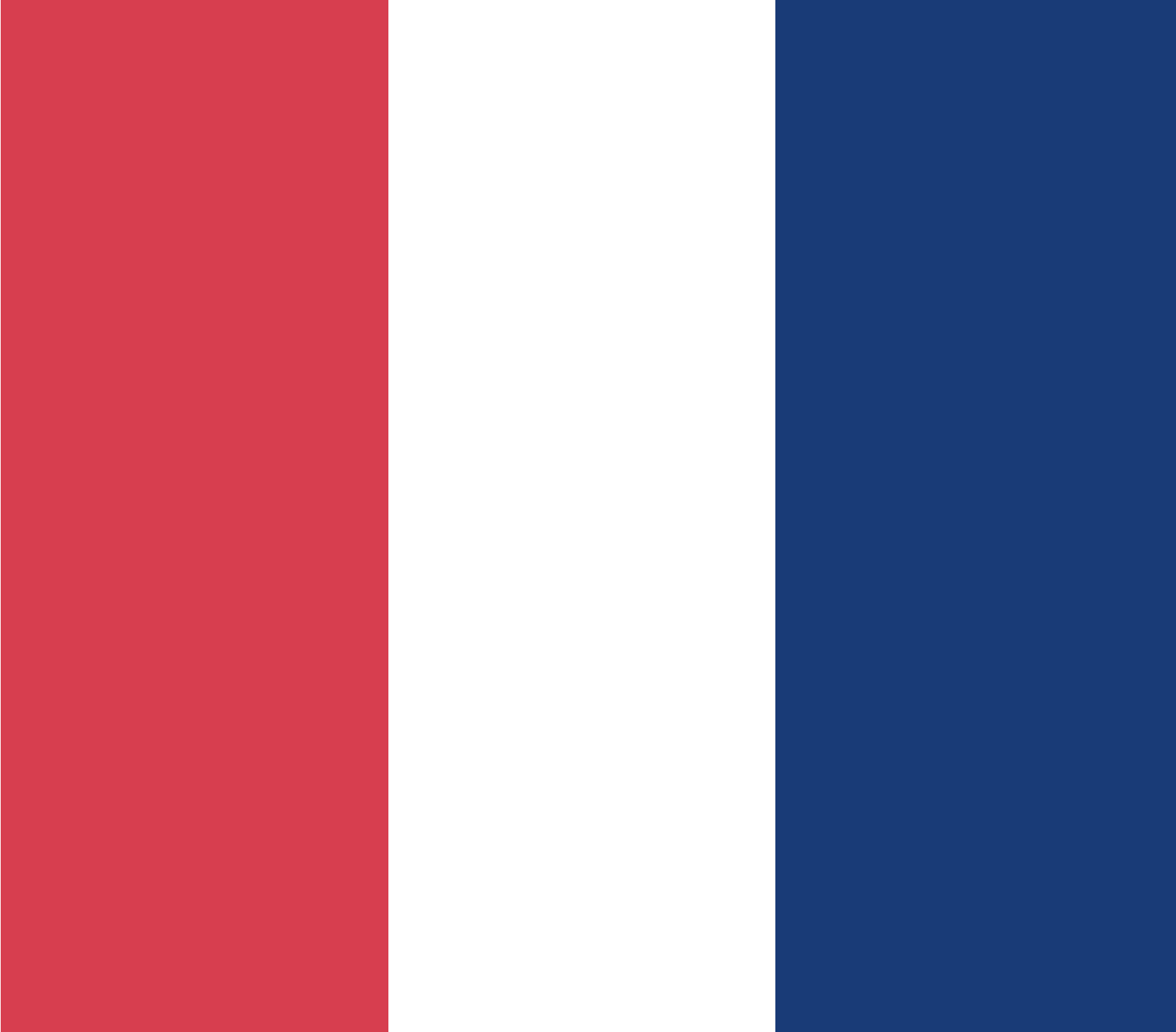
Beverly Cole
Field Representative

Victoria Dempsey
Information Officer

NORTHERN KENTUCKY OFFICE
Pamela Taylor Rox
Northern Kentucky Field Office
Supervisor

Darla Simpson
Administrative Secretary

During the 2002 reporting year, the Kentucky Commission on Human Rights operated with a budget of \$2,351,600, and with an average 35 full-time employees and 11 commissioners.



Determined. Proud. Fearless.
This is the story of human rights in Kentucky.
We will continue to stand strong.