

Quality Matters

Each of us is different. All of us are equal.



Quality Matters

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The Commission The Staff



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To the Governor of Kentucky, and Human Rights Friends and Allies

It is with great pride that we commend to you the Kentucky Commission on Human Rights 2003 Annual Report, which covers the period of July 1, 2002, through June 30, 2003.

The commission is dedicated to helping ensure the highest quality of life for all people in Kentucky. This year we honed in on quality service strategies. We measured efficiency and effectiveness from every angle and brought in outside experts to give an objective review.

Though we were extremely proud of the experts' report, we determined to launch out even further into the deep - developing new customer surveys, employee recognition tools for excellence, and intensifying programs to guarantee a broad sweep through Kentucky regarding every person's legal right to equality and the benefits to opportunity and diversity.

KCHR exists to enforce the Kentucky Civil Rights Act and our dedication to this end was demonstrated with solid results in case closures.

Our mission to rid society of discrimination remains in clear focus as we provide this most important service to Kentucky.



Priscilla Johnson,
Chair



Beverly Watts, Executive
Director

Why We're Here

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

The guarantee of civil rights is central to freedom, diversity and opportunity, American principles that benefit everyone.

The duty of the Kentucky Commission on Human Rights is to receive, initiate, investigate, seek to conciliate, conduct hearings and rule on complaints filed with our office by people in Kentucky 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.

Freedom to Become Your Best

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 with the authority of a court of law.

In addition, KCHR vigorously carries out the task of helping people in Kentucky understand the importance of civil rights and equality. Education, outreach and public awareness are the tools we use to share knowledge, foster understanding of the law, and work toward a better world.



E-Quality of Life

Vision

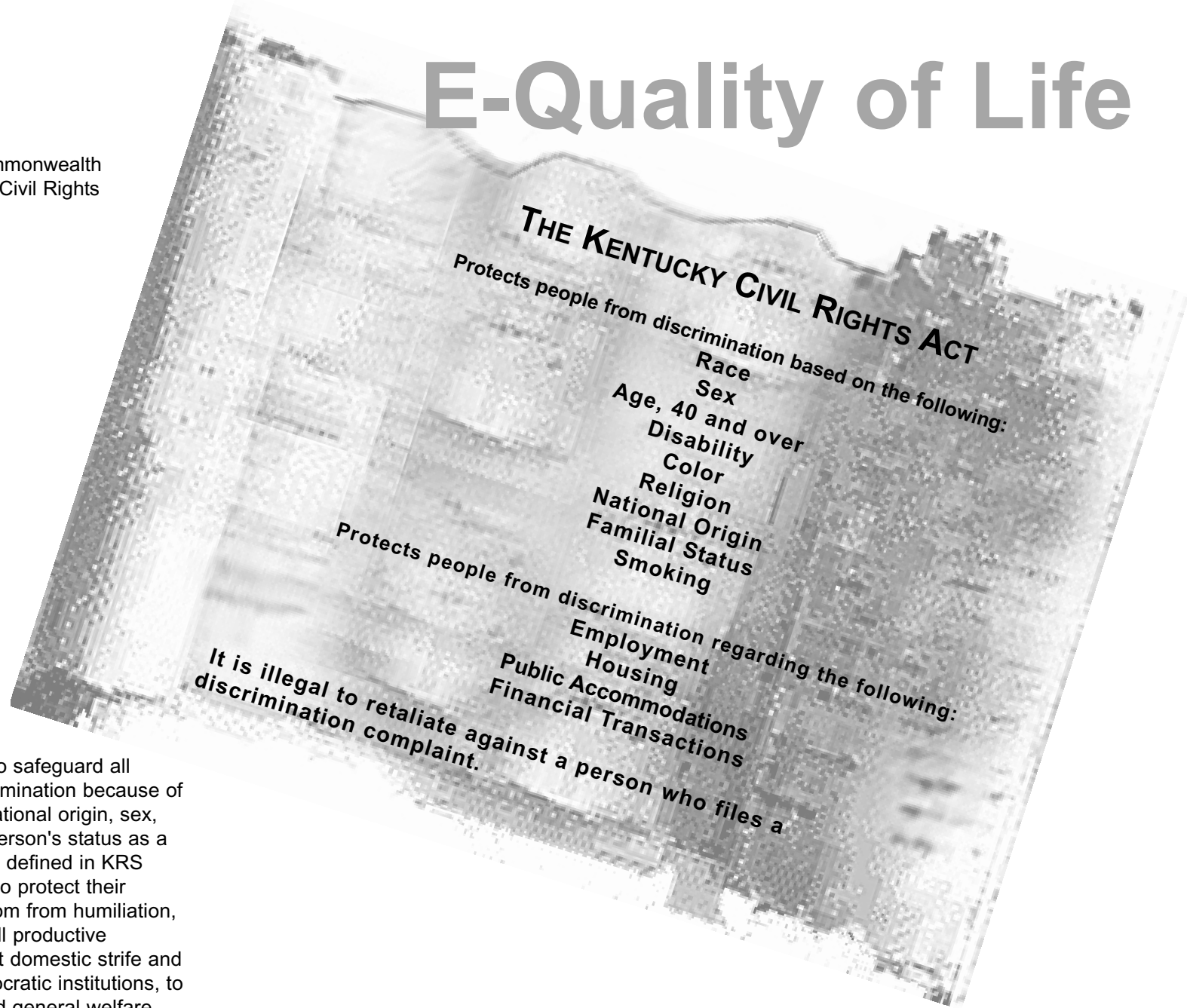
To eradicate discrimination in the Commonwealth through enforcement of the Kentucky Civil Rights Act.

Mission

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

Commitment

Kentucky Revised Statute 344.020: 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.



Kentucky Commission on Human Rights

Kentucky Commission on Human Rights



1966

The Kentucky Commission on Human Rights (KCHRH) is established by the Kentucky General Assembly on March 16. Governor Bert Combs signs the bill creating KCHRH on March 21 and then appoints the first KCHRH Commissioners on September 12.



1961

Gales Martin is appointed the first Executive Director of KCHRH on February 1. Martin previously was the Executive Director of the Kentucky Council on Human Relations and worked as staff secretary of the Knoxville Area Human Relations Council in Tennessee.



1964

Led by Dr. Martin Luther King, Jr. and Jackie Robinson, over 10,000 people march in Frankfort on March 8 to urge the Kentucky General Assembly to pass a civil rights public accommodations bill. The bill did not pass, but served as the momentum for the future passage of the Kentucky Civil Rights Act two years later.



1968

The Kentucky General Assembly passes the Kentucky Civil Rights Act and Governor Edward T. Breathitt signs it on January 27. This Act prohibits discrimination in employment and public accommodations based on race, national origin, color and religion, making Kentucky the first state in the South to have enforcement powers over civil rights violations.



1967

KCHRH's first public accommodation hearing is held on May 26 involving Barrett vs. Don's Trip Inn Tavern, which results in an order for the Tavern to serve all customers regardless of race, color, religion or national origin.

1968

On March 16, Kentucky becomes the first state in the South to enact a statewide fair housing law which prohibits discrimination based on race, color, religion and national origin.



1970

The Office of Great Black Kentuckians is created to profile the accomplishments of

1972

The Kentucky Civil Rights Act is amended on June 12 to increase coverage by adding sex and age (18-40) in employment, religion and housing. The amendment also adds coverage to barber and beauty shops, meeting and banquets houses under public accommodations.



On June 22, KCHRH files an interesting motion requesting the merger of Kentucky, Jefferson and Anchorage School Systems. An original law had been passed by the National Association of Colored People (NAACP) and the Kentucky Civil Liberties Union (KCLU).

1975

KCHRH implements a three-step plan to expand public school desegregation in Kentucky's public school system.

Kentucky and other industries are required to distribute free to their customers, for housing completely "Smoke & Tobacco Free, No Pets, No Smoking, No Drugs, and No Alcohol" under Kentucky's Fair Housing Law. Mandated by KCHRH in cooperation with the Kentucky Attorney General's Office and the Kentucky Real Estate Commission.

1974

Kentucky General Assembly amends on March 21 the Kentucky Civil Rights Act to provide sex discrimination in credit, insurance and public accommodations.



Kentucky General Assembly repeals the school desegregation plan for women.

On March 26, Governor Wendell T. Ford signs a housing bill that includes harassment compensation and establishes 100 days time limit for filing a complaint.

KCHRH and the Kentucky NAACP take steps to provide a statewide desegregation plan for Kentucky's colleges and universities to dismantle dual systems of higher education.

1976

Settlements totaling \$45,000 were reached with Sherry and Carl vs. US Bank, Kentucky vs. Sherry and Carl Company, Williams vs. International Harvester, and Ford vs. South East Ford.



1980

Women complaints receive over \$120,000 from First and Peoples Bank, Powell and United Capital (Kentucky) to settle sex discrimination complaints.

Kentucky Civil Rights Act is amended on July 10 to prohibit discrimination practices in employment regarding age (40-70) and women who are pregnant.



Governor Martha L. Cook signs the alternative action plan for each agency.

1981

1982

KCHRH receives 100% of the state's share of the housing discrimination law.



Kentucky which has received 100% of the state's share of the housing discrimination law, is the first state in the South to do so.

The 100% of the state's share of the housing discrimination law is the first state in the South to do so. The 100% of the state's share of the housing discrimination law is the first state in the South to do so.



Kentucky General Assembly repeals the school desegregation plan for women.

Wendell T. Ford is appointed as Executive Director on September 27. He was Director of Attorney General's Office, State and Insurance, and Regional Director of Civil Rights for the U.S. Department of Agriculture in Chicago. He has been a member of the U.S. House of Representatives for 10 years.

1983

Kentucky General Assembly repeals the school desegregation plan for women.



In April, the Kentucky General Assembly repeals the school desegregation plan for women.



1984

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Matter of Quality

It takes initiative.

This year the Kentucky Commission on Human Rights was a proud recipient of a Commonwealth of Kentucky Quality Award from the Kentucky Quality Council for performance excellence commitment.

The award resulted from our implementation of a special quality initiative strategy. We used certified criteria to streamline operations and assist us in eradicating discrimination for the people of Kentucky in as exemplary manner as possible.

Submitting a Kentucky Quality Award application, we then invited examiners of the Kentucky Quality Council to spend time in our offices. They interviewed employees and managers, and performed a detailed assessment of each program and all our services.

We held special sessions with other high caliber organizations that provide human rights-related services. Utilizing feedback from partners such as the U.S. Equal Employment Opportunity Commission, U.S. Housing and Urban Development, local human rights commissions and our Board of Commissioners, we incorporated relative measurements and tactics into our system.

We benchmarked agencies such as the commissions in West Virginia, Tennessee, Indiana and Ohio. From the information gathered, KCHR has implemented a new case review process. We determined that having our attorneys involved during the initial contact with the agency by the complainant, would give the legal unit a "heads-up" in litigating a probable cause case. The attorneys track potentially probable cause cases from the very beginning and offer suggestions to our staff of 11 investigators. KCHR is also developing a new

conciliation agreement policy to assist us in facilitating the conciliation process.

KCHR developed and implemented a user survey to receive feedback from complainants and respondents once a complaint has been resolved. The Customer Satisfaction Team was established, which addresses issues resulting from the user survey and proposes improvements.

KCHR realized that a better software system was needed to further expedite the complaint resolution process. During the year, we invested in a new case management system. The new system will improve data integrity and alleviate the need for supervisors and managers to manually track the status of cases and target dates.

Further drawing from our ranks, we conducted interviews and formed quality-based committees among employees, and we set short and long-term goals and objectives based on the independent experts' assessments.

During this process, we designed and implemented a new employee survey to measure employee satisfaction. As a result, the Employee Appreciation Team (EAT) and the Employee Empowerment Team (EET) were established. Team Charters were approved. Members conduct educational employee forums, and provide special recognition for employee excellence. Employees teamed up to work in our local communities and led a strong employee drive to support charitable organizations. As a result, KCHR received recognition for exceeding its contribution goals from the Kentucky Employees Charitable Campaign.



The Kentucky Quality Council presented KCHR with a Commonwealth of Kentucky Quality Award for Performance Excellence Commitment. Above, KCHR Executive Director Beverly Watts, surrounded by management staff, displays the award at the council's awards presentation banquet.



KCHR staff banded together to volunteer for a wide array of community projects. We committed ourselves to strong participation in the Kentucky Employees Charitable Campaign and received recognition for exceeding our contribution goals.

At left, the KCHR giant educational display. Through a photo-enhanced timeline, it tells the story of state civil rights and enforcement in Kentucky.

Education

Quality Matters

Each of Us Is Different.

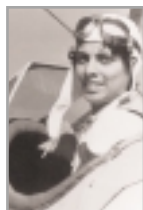
The Kentucky Commission on Human Rights Martin Luther King Legacy Celebration on January 24, 2003



Gallery of Great Black Kentuckians

Four new members were added to the Gallery of Great Black Kentuckians poster series, which thus far honors 36 men and women. Each poster was unveiled at a public celebration and was covered by press throughout Kentucky. KCHR introduced the gallery in 1970. It recognizes the achievements of exemplary role models who were neglected in traditional histories and introduces African American history into Kentucky classrooms. Educators and libraries use the colorful, biographical-style posters and matching bookmarks as teaching tools. The commission uses the gallery in its mission to raise awareness of human and civil rights in Kentucky.

Willa Beatrice Brown Chappell (1906-1992) of Glasgow, 33rd Great Black Kentuckian.



Ms. Chappell was a pioneer aviator who became the first black woman to earn a U.S. pilot's license in 1937, and the first black Civil Air Patrol officer in 1941. In 1940, she co-founded the Coffey School of Aeronautics, which is credited with contributing to the cre-

ation of the U.S. Air Force 99th Pursuit Squadron – the legendary Tuskegee Airmen of World War II – and consequently the integration of the military in 1948.

Jonah Jones (1909-2000), Louisville, 34th Great Black Kentuckian. The celebrated jazz trumpet player recorded 44 albums during a career that spanned eight decades. Robert Elliott Jones sold a million copies of his versions of *On the Street Where You Live* and *Baubles, Bangles and Beads*.



He performed in America and Europe and became a big band star. He won a Grammy in 1959 for the album, *I Dig Chicks*. His final performance was in November 1999 during a Jazz Foundation of America benefit concert at the Blue Note club in Greenwich Village, N.Y.

Darryl T. Owens, Louisville, 35th Great Black Kentuckian. The 66-year old attorney, politician and government official is the only person to be elected for five straight terms to the Jefferson County Fiscal Court. From 1965 to 1969, he served as the first black assistant prosecutor of Louisville police court. He later became the first black assistant Kentucky attorney general. He served as the first black president of the Louisville Legal Aid Society. In 1983, he was the first black person to serve in a county-wide office as fiscal court commissioner for C District in Louisville. In 1985, he became the first black person to run for mayor in Louisville.



William E. "Bunny" Davis (1917-2001), Danville, 36th Great Black Kentuckian. The grandson of former North Carolina slaves broke racial barriers and achieved great success throughout his life, first in sports, and later in business and government. He was an all American basketball forward in the 1930s. He played semiprofessional ball in 1945 before the game



was integrated. In 1947, he joined the Lexington Hustlers, the first integrated baseball team in the South. During the forties, he played against baseball legends Jackie Robinson, Willie Mays, Satchel Paige and Roy Campanella. He was the first black person to serve on several local business boards in Danville. In 1992, he became the mayor pro-tem of Danville and the first black person to hold a high government position in the city. He served in the office for five terms. He was a commissioner on the Danville City Commission for 13 years. He is widely remembered for his faithful service as longtime doorkeeper of the Kentucky House of Representatives, an office he held for 28 years.



Photos from top to bottom: 1. Chappell unveiling, Sept. 7, 2002, Glasgow, Kentucky Global Fest in the Barrens. George Stovall, cousin of the late pilot, was a guest speaker. 2. Jones unveiling, Jan. 7, 2003, Kentucky Cove Restaurant at the Kentucky Center for the Arts. Ken Clay, center director, was a guest speaker. 3. Owens unveiling, Feb. 20, 2003, African American Strategic Planning Group Black History Month Reception. Mr. Owens signed posters for the public. 4. Davis unveiling, March 1, 2003, Danville Heritage Festival. KCHR's Priscilla Johnson and Beverly Watts flank Lillian Davis, wife of the late William E. "Bunny" Davis.

Eighth Annual Town Forum



Kim Gandy, president of the National Organization for Women (NOW), and panelist of the KCHR 2003 Town Forum.

Guest speakers at the Kentucky Commission on Human Rights Eighth Annual Town Forum said the U.S. must not only protect national security, but civil rights and liberties also. The balance of these has raised high levels of debate since the terrorist attacks in New York, Washington, D.C., and Pennsylvania on Sept. 11, 2001. The forum was held on Nov. 23, 2002, at the Hyatt Regency Hotel in downtown Louisville.

Jeff Vessels, executive director of the Kentucky American Civil Liberties Union, Kim Gandy, president of the National Organization for Women, and Roy Schremp, retired official of the U.S. Immigration and Naturalization Service office in Kentucky, served as panel members. They addressed a variety of concerns relating to civil rights since "9-11."

Misters Vessels and Schremp expressed concern that both legal citizens and immigrants face more scrutiny in their private lives as a result of

the terrorist attacks. Ms. Gandy talked about the unemployment rate for blacks, Latinos and women, which continued to loom above the national average. The NOW president said she attributed the worsening of this trend, in part, to a tax cut enacted by Congress after the attacks. She also challenged people in Kentucky to stand up for civil rights and liberties during a crucial time. "Part of patriotism is speaking up," Ms. Gandy said.

Beverly Watts of KCHR closed the forum by urging people to communicate with their public officials. "It is we, the people, who prompt change," Ms. Watts said. "People don't respond unless there is agitation. We must be willing to stand up."

The town forum aired seven times on Insight Channel 8 in Kentucky. KCHR holds the panel forums every year to share and gather information with people in Kentucky about human and civil rights issues.



Kentucky Civil Rights Hall of Fame Call For Nominations Kickoff, left to right: Kentucky Speaker of the House of Representatives Jody Richards, and Hall of Fame members Rev. Charles Kirby, Sen. Georgia Davis Powers, Mr. Arthur Walters and Ms. Anne Braden.

Kentucky Civil Rights Hall of Fame Call for Nominations

KCHR announced the call for nominations for The Kentucky Civil Rights Hall of Fame 2003, resulting in 47 nominations from the people in Kentucky. One of the state's largest civil rights awareness and education tools, the hall of fame inducts men and women who have fought for civil rights in the Commonwealth.

The 2003 Hall of Fame Kickoff Conference was held on Nov. 22, 2003, at the Kentucky International Convention Center in Louisville. Officials announced plans for the next inductions to be held on July 29, 2003, at the historic Union Station in Louisville.

Current Hall of Fame members Anne Braden,

Sen. Georgia Davis Powers, Arthur Walters and Rev. Charles Kirby participated. The Honorable Jody Richards, Speaker of the Kentucky House of Representatives, made the announcement. Lt. Gov. Stephen Henry came to the town forum the following day and made the announcement on television.

We spoke with media all over Kentucky about the upcoming inductions and the importance of citizen involvement in equality issues.

A volunteer panel representing many state regions, professions and backgrounds, selects the inductees.

Martin Luther King Annual Legacy Celebration

Young people from area schools helped celebrate the KCHR 10th annual Martin Luther King Jr. celebration on January 24, 2003.

Regina Thomas, the New Jersey secretary of state and a Clinton, Ky. native, spoke to a crowd of about 250 people at the University of Louisville Floyd Theatre.

We announced the recipients of the Martin Luther King Youth Leadership, Adult Leadership and Executive Director's Community Service Awards.

Two Louisville students received youth awards. Jennifer Green is a senior at Central High School and Jeremiah Muwanga is a senior at Ballard High School.

Ms. Green is valedictorian of her class with a 4.0 grade point average. She is a Kentucky Governor's Scholar, a member of the Louisville Youth Orchestra and the Black Achievers Teen Senate Public Relations Committee. She is an avid volunteer for many organizations such as Wayside Christian Mission, Operation Brightside, Louisville AIDS Association, Ronald McDonald House, Leukemia and Lymphoma Society, YMCA Black Achievers Program, and The Red Cross Youth Council.

Mr. Muwanga is in his school's advanced learning program and is academically ranked in the top 3 percent of his class. He is a Kentucky Governor's Scholar, a member of the Ballard High School Choral Ensemble and Concert Choir, and was selected for the Kentucky All-State Chorus. He is president of Brothers Makin' It Work (BMW), an outreach program for minority at-risk students.

There were 23 nominees for the youth award. We announced each student nominee and presented him or her with a certificate of honor.

The adult award went to Laquetta Shepard for outstanding courage. Ms. Shepard, an African-American Western University student teacher, gained public attention when she stepped among a group of rallying Ku Klux Klan members in Bowling Green, Ky. last August. The 24-year old stood in silence and wept, surrounded by the robed protesters. The group abruptly ended the rally 10 minutes later, one hour before the scheduled time.

Two KCHR Executive Director Community Service awards were presented. The first was awarded posthumously to Kentucky educator Mae Henri Frey Kennerly. Ms. Kennerly, who died last July, was principal of King Elementary School in Louisville for 13 years until she retired in July 2001. During her tenure the school established The Fabulous Leopard Percussionists in November 93. Teacher and founder of the band, Diane Downs, credits Ms. Kennerly for supporting and encouraging her to form the Leopards, and challenging the students to excel. The second through fifth grade performers have gained national attention. They play at jazz festivals in New Orleans, Chicago, and all over the U.S. Ms. Kennerly was a district director of the Head Start Program and an educator for 28 years.

The second award was presented to Ed (Nardie) White, founder and director of the River City Drum Corps, a musical performance program that reaches out to Louisville youths. The program has grown to include 250 members from Louisville area elementary and middle schools.

Television and newspapers covered the King event and conducted interviews with award recipients. Insight cable network aired the taped event six times.



Regina Thomas
New Jersey Secretary of State
MLK Guest Speaker



Jennifer Green
MLK Award Recipient



Jeremiah Muwanga
MLK Award Recipient

Fair Housing Partnerships



KCHR and partners applauded Ky. Gov. Paul E. Patton as he signed the Fair Housing Month Proclamation of April 2003 in the Capitol rotunda in Frankfort.

Using federal dollars, KCHR, the Kentucky Housing Corporation and the Kentucky Department for Local Government collaborated this year to introduce the first Fair Housing Handbook, a new guide to understanding the right to fair housing in Kentucky. The partners introduced the handbook at the Fair Housing Month Proclamation with Governor Paul E. Patton in April.



The 13 page publication is easy to read and color-coded. It explains how the law protects people from discrimination; informs housing providers how to comply with the law; and provides instructions on how to get help and how to file a discrimination complaint. The three agencies use the handbook to educate the public.

KCHR, KHC, DLG and the

U.S. Department of Housing and Urban Development (HUD) used April to inform people about their rights. The Fair Housing Month ceremony, which included comments from all the partners, resulted in media coverage from English and Spanish media.

A Lexington television station produced a 4-minute news segment on fair housing education with a focus on KCHR, which aired twice.

KCHR, DLG and KHC relied on partnerships all year. KCHR and DLG provided training for public officials. This was accomplished by presenting fair housing training at all sixteen (16) Area Development Districts.

We traveled all over the Commonwealth to provide information on fair housing laws and issues. KCHR and KHC presented fair housing training in KHC's "Yes You Can" program. This program educates future homeowners on fair housing laws.

Fair Housing Initiative

Outreach to Kentucky's Hispanic Population

KCHR is committed to sharing civil rights information with the more than 60,000 Hispanic people in Kentucky.

Funded by a Fair Housing Initiative Program (FHIP) grant from the U. S Department of Housing and Urban Development, we carried out many activities this year.

With our bi-lingual Hispanic Outreach and Education coordinator, KCHR led 23 fair housing workshops in Kentucky. We visited Hispanic community centers, church centers, English as a Second Language (ESL) groups, Hispanic festivals, health fairs and workplaces. We conducted three fair housing symposiums in Lexington, Owensboro and Ashland. Flyers and brochures were distributed.

We created a statewide "Translator and Interpreter List" to assist the public and service agencies in improving communication with the growing Hispanic population. It can be found on our website.



The colorful KCHR literature centerpiece, which explains how the agency protects people from discrimination, was translated into Spanish.

Kentucky has three Spanish newspapers, "Hoy las Americas" (The Americas Today) in Louisville, "El Sol" (The Sun) and "La Voz de Kentucky" (the Voice of Kentucky) in Lexington. This year, the papers have written a total of 12 stories to publicize KCHR's purpose and our Hispanic outreach programs. In addition, our outreach was covered in English language newspapers, and television and radio stations all over Kentucky.

We produced the fair housing video, "Sus Derechos en la Vivienda," (Your Fair Housing Rights). The 20-minute video demonstrates how the Kentucky Fair Housing Act works and how discrimination occurs.

The video is available at all Kentucky public main libraries. It is available at the 16 local



human rights commissions throughout the state
Above, participants in one of 23 Spanish-language fair housing workshops given by KCHR this year.

and at 24 Hispanic community centers in Kentucky.

In addition to the video's official introduction at the Fair Housing Proclamation ceremony in April, KCHR conducted a campaign to introduce the video. We utilized English and Hispanic media, and organizations like the Migrant Network Coalition in Lexington, Hispanic/Latino Community Coalition in Ashland, Hispanic Latino Coalition in Louisville and the Champions for Latinos organization in Owensboro.

"Sus Derechos en la Vivienda" is aired weekly on the Louisville area Metroversity Channel Friday at 10:30 a.m. It has aired on the Paducah Public Library and Lexington Public Library channels, reaching thousands of people. The Lexington Police Department uses the video as a segment in its officer-training program and in community education for Hispanic groups. The Kentucky Housing Corporation utilizes the video in its "Yes You Can" home ownership seminars.

KCHR uses the video in fair housing events and Hispanic community events throughout Kentucky.

Local Human Rights Commission Partnerships

Kentucky has a growing network of local human rights commissions. There are now 17 commissions that enforce civil rights laws in their individual localities. Additionally, they produce education and outreach activities in their communities to promote equality. These commissions are essential allies to KCHR in reaching Kentucky populations in many regions.

KCHR is dedicated to strengthening these efforts to help ensure local commission effectiveness and success. This year, KCHR initiated and assisted with the reorganization of three inactive commissions. Franklin, Murray and Mayfield have established new relationships with their city leaders and appointed new members to serve on the commissions. Through regular meetings and community outreach, they are active, viable forces in their communities.

After the city of Covington elected to expand civil rights protections, KCHR helped the Covington commission draft the new ordinance, which replaces the proclamation that established the commission. The ordinance grants the commission enforcement powers and expands the protected area from housing to include employment and public accommodation. The protected classes were expanded to include sexual orientation.

KCHR worked with local commissions in order to receive a \$1,000 HUD grant for Fair Housing programs in April. We conducted commissioner training in Franklin, Bowling Green, Richmond and Midway-Versailles-Woodford County.

KCHR local commissions experts liaised through meetings, presentations and other communications a total of 317 times. We visited each of the local commissions to offer any assistance. We participated in their local events and spoke at local commission public education initiatives.

Ambassadorship

At the end of July 2003, Executive Director Beverly Watts completes her second two-year term as president of the International Association of Official Human Rights Agencies (IAOHRA). The professional organization is made up of government agencies that, like KCHR, enforce civil rights laws in regions throughout the U.S. and other countries. Members pool their expertise and experience to strengthen quality service to the members of their communities. Through Ms. Watts' service as IAOHRA president, Kentucky has been brought to the front on a worldwide basis, as a committed government human and civil rights enforcer. As key spokesperson for KCHR, she speaks throughout the country about civil rights issues to audiences of all kinds. She participates in human and civil rights-related committees and taskforces to help end discrimination. Our commissioners, Ms. Watts and a team of staff who act as ambassadors for KCHR, spoke or participated in approximately 200 human and civil rights-related events in Kentucky and other parts of the U.S.

In May 2003, the U.S. Equal Employment Opportunity Commission (EEOC) gave KCHR and partners the Innovative Joint Outreach in Governmental and inter-District Proactive Prevention Strategies Award for the Tri-State Employment Best Practices Forum. KCHR conducted the program with the Indiana and Ohio commissions, and the EEOC Cleveland and Indianapolis districts.

Kentucky Local Commissions

Ashland
Bardstown
Bowling Green
Covington
Danville-Boyle County
Franklin
Henderson-Henderson County
Hopkinsville
Lexington-Fayette Urban County
Louisville-Jefferson County
Mayfield
Midway, Versailles and Woodford County
Murray
Owensboro
Paducah
Russellville-Logan County
Richmond



Beverly Watts addressed the IAOHRA membership at the organization's annual conference of 2002. It was held last July in New Orleans, La.

Civil Rights Education Calendar

Civil Rights Training

Designed for: Officials, professionals, community groups. Subject matter: The Kentucky Civil Rights Act and how it works; how to comply with the law; how to get help when discrimination occurs.

Fair Housing Training

Designed for: Housing providers, realtor certification, financial lenders, advertisers, community groups. Subject matter: Fair housing rights; how to comply with the law; how to get help when discrimination occurs.

Equal Employment Training

Designed for: Employers, employees, human resource professionals. 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

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

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.

Workshops

Designed for the public and tailored for audiences to ensure people in Kentucky know about their civil rights. The workshops cover fair housing, equal employment, diversity, sexual harassment, or civil rights in general.

KCHR Fair Housing Education and Exhibits

2002

July

Hispanic Workshop, Ky. Refugee Ministries, Louisville.
Hispanic Workshop, Cardinal Valley Park, Lexington.
Hispanic Workshop, St. Mark Catholic Church, Richmond.
Exhibit, Cardinal Valley Park, Lexington.
Hispanic Workshop, St. Mark Catholic Church, Richmond.
Workshop, conciliation requirement, Stanford.
Hispanic Workshop, St. Epiphany Catholic Church, Bardstown.

August

Hispanic Workshop, St. Epiphany Catholic Church, Bardstown.
Hispanic Workshop, La Esperanza Hispanic Fair, Bowling Green.
Hispanic Workshop, St. Emmanuel's Catholic Church, Albany.
Hispanic Workshop, Centro Amistad, Covington.
Hispanic Workshop, St. Dominic Catholic Church, Springfield.
Training, Pennyrite Area Development District (ADD) meeting, Hopkinsville.
Hispanic Workshop, Centro Amistad, Covington.
Training, Lincoln Trail ADD meeting, Elizabethtown.
Hispanic Workshop, St. Dominic Catholic Church, Springfield.
Commission Training, Brown Hotel, Louisville.
Training, Bluegrass ADD Meeting, Lexington.

September

Hispanic Workshop, Mexico Lindo, Carrollton.
Hispanic Workshop, Caliente Pro, Louisville.
Hispanic Workshop, HOPE Center, Lexington.
Hispanic Workshop, Hispanic Health Fair, Owensboro.
Hispanic Workshop, Henderson House Women's Center, Shelbyville.
Hispanic Workshop, Health and Information Fair, Grayson.
"Yes You Can Own a Home" Partnership Workshop, Radcliff.
Workshop, HOPE Center, Lexington.
Training, Green River ADD Meeting, Owensboro.
Training, FIVCO ADD Meeting, Catlettsburg.
Workshop, Henderson House Women's Center, Shelbyville.
Buffalo Trace ADD meeting, Maysville.
Exhibit, Health and Information Fair, Grayson.
Training, Barren River ADD meeting, Bowling Green.
Training, Gateway ADD meeting, Owingsville.
Training, Ky. River ADD Meeting, Hazard.
Training, Kentuckiana Regional Planning & Development Agency (KIPDA) ADD meeting, Louisville.
"Yes, You Can Own a Home" Partnership Workshop, Gasper Center, Louisville.

October

Hispanic Symposium, Fayette County Extension Office, Lexington.
Hispanic Workshop, St. Rita Catholic Church, Louisville.
Hispanic Workshop, Annunciation Catholic Church, Shelbyville.
"Yes You Can Own a Home" Workshop, Covington.
Training, Cumberland Valley ADD Meeting, London.
Training, Broker Skills Management Class, Bowling Green.

November

Hispanic Workshop, St. Mildred Catholic Church, Somerset.
Discussion Panel, International Labor/Employment Seminar, Louisville.
Training, Purchase ADD meeting, Mayfield.
Training, Big Sandy ADD Meeting, Prestonsburg.
Hispanic Symposium, Our Lady of Lourdes Church, Owensboro.

December

Hispanic Symposium, Community Center, Ashland.
Hispanic Workshop, Lexington Public Library, Lexington.
Hispanic Workshop, Henderson House Women's Center, Shelbyville.
Hispanic Workshop, Salon Ojo de Agua, Mayfield.
Training, Northern Kentucky ADD Meeting, Florence.

2003



**Cynthia Thornburg,
Housing Supervisor**

NIA Center, Louisville.
Training for property managers, Bowling Green.

April

Hispanic Workshop, Kaden Tower, Louisville.
Hispanic Workshop, Esperanza Community Resources, Bowling Green.
Exhibit, La Esperanza Hispanic Store, Lexington.
Workshop sponsored by the Hopkinsville Commission, Hopkinsville.
Workshop, Franklin Commission, Franklin.

May

Exhibit, Ky. Educational Collaborative for State Agency Children, Eastern University, Richmond.

June

Hispanic Symposium, Americana Community Center, Louisville.

In addition, KCHR conducted 31 training sessions required for realtor certification to over 950 participants throughout Kentucky.

January

Hispanic Workshop, Centro Comunitario, Versailles.
Question-Answer Session on Housing Advertising, Kentucky Press Association, Louisville.
Training, Lake Cumberland ADD Meeting, Russell Springs.
Training, Kentucky Housing Corporation event, Lawrenceburg.

March

Hispanic Workshop, City Hall, Shelbyville.
Training, Covington Housing Authority, Covington.
"Yes You Can Own a Home" Presentation,

KCHR Civil Rights, Equal Employment, Diversity, Sexual Harassment Education & Exhibits

KCHR distributed 14,400 pieces of KCHR civil rights literature. We issued over 50 press releases and received coverage of 110 tracked news stories, 15 television spots and approximately 20 radio spots. In addition we aired KCHR events 14 times on cable television. We designed 30 paid advertisements and tracked 30 public service announcements.

2002

July

Exhibit, West Louisville Appreciation Day, Louisville.
Exhibit, Cardinal Valley Park Back to School Fair, Lexington.

August

Commissioner Orientation and Training, KCHR Headquarters, Louisville.
Exhibit, Kentucky State Fair, Louisville.
Exhibit, Kentucky Transportation Cabinet Trade Show, Frankfort.

September

Commission Training, Bowling Green Human Rights Commission, Bowling Green.
Exhibit, Roots and Heritage Festival, Lexington.
Civil Rights Training, Kenton County School Board Diversity Committee, Edgewood.
Civil Rights Training, Northern Kentucky School Superintendents Association, Boone County.

October

Equal Employment Training, Steel Workers Union, Ashland.
Commission Orientation and Training, KCHR Headquarters, Louisville.
Civil rights Training, Covington Housing Authority, Covington.
Exhibit, Kentucky NAACP Convention, Lexington.
Civil rights Training, National Conference of Community and Justice, Cincinnati.

November

Diversity Forum, National Conference of Community and Justice, University of Kentucky, Lexington.

December

2003

January

Exhibit, Women's Expo, Louisville.

February

Sexual Harassment Training, Henderson
Civil Rights Workshop, Community Action Group, Owensboro.
Civil Rights as a Career Tutoring for high school students, KCHR headquarters, Louisville.

March

Exhibit, Heritage Festival, Danville.
Exhibit, Healthy Living Expo, Louisville.
Attorney Civil Rights Enforcement Training, Louisville Bar Association, Louisville.
Civil Rights Careers for Central High School Students, KCHR Headquarters, Louisville.

April

Civil Rights for Students, Latonia Elementary School, Covington.
Civil Rights for Students, Prince of Peace School, Covington.
Civil Rights for Students, John Carlisle School, Covington.
Civil Rights for Students, Holy Family School, Covington.
Diversity Training, Harlan County United, Benham.
Civil Rights as a Career Tutoring for high school students, KCHR headquarters, Louisville.
Exhibit, Kentucky Attorney General's Empowering the Black Community Conference, Louisville.
Exhibit, Ashland Human Rights Commission program, Ashland.

May

Civil Rights Workshop, Murray City Council, Murray.
Commission Training, Hopkinsville.
Commission Training, Midway-Versailles-Woodford County Human Rights Commission, Versailles.

June

Attorney Training, Legislative, Judicial, and Administrative Developments, Kentucky Legislative Research Commission, Frankfort.
Civil Rights Enforcement Legal Training, Commissioner Orientation Training, KCHR Headquarters, Louisville.
Commissioner Orientation and Training, Richmond Human Rights Commission, Richmond.
Equal Employment Community Workshop, sponsored by Mayfield NAACP, Mayfield.



Photos at right of page from top to bottom: 1. Ronald McDonald and KCHR's Floyd Buckner, Roots and Heritage Exhibit. 2. KCHR's Adrienne Henderson and Kentucky High school students, Civil Rights Careers for Students. 3. KCHR's Juan Pena (facing), outreach exhibit.

Ky. Civil Rights Act

Quality Matters

All of Us are Equal.

KCHR enforcement officers with complainants who received monetary compensation resulting from KCHR-negotiated conciliations.



KCHR processed 7,774 intakes for people in Kentucky during this reporting period. This state agency administers the Kentucky Civil Rights Act to ensure justice and equality in the Commonwealth. KCHR provides legal remedy in order to enforce and uphold the Kentucky Civil Rights Act.

The number of discrimination cases we process has practically doubled in the last 10 years. Case closures have more than tripled. This year we processed 668 cases and closed 374 cases. We negotiated \$131,732 in conciliations for Kentucky complainants and saw withdrawals with settlements achieve \$73,027.

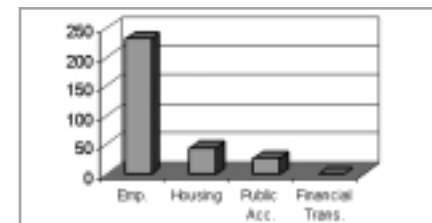
The agency maintains a successful federal government affiliation through partnerships with the U.S. Equal Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD).

Basis of Complaints Filed

Basis	Employment	Housing	Public Accom.	Financial Trans.	Totals
Race	108	21	14	0	143
Sex	68	2	0	0	70
Age (40+)	35	0	0	0	35
Color	0	0	0	0	0
Religion	10	0	4	0	14
Disability	24	15	7	0	46
National Origin	15	6	1	0	22
Retaliation	55	1	0	0	56
Familial Status	0	3	0	0	3
Smoking	0	0	0	0	0
Totals	315	48	26	0	389

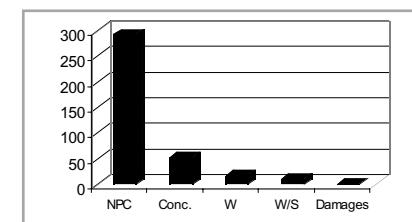
Distribution of Complaints Filed

Complaint Area	Last Year		This Year	
Employment	218	66.5%	230	77.2%
Housing	74	22.6%	43	14.4%
Public Accommodation	36	11.0%	25	8.4%
Financial Transaction	0	0%	0	0%
Total complaints filed	328	100%	298	100%



Outcomes of Complaints Closed

Complaint Area	Last Year		This Year	
No Probable Cause	284	77.6%	294	79%
Conciliation agreements	43	11.7%	52	12.7%
Withdrawals	21	5.7%	17	4.6%
Withdrawals with Settlement	16	4.4%	11	.03%
Damages Awarded	2	.5%		
Total	366	100%	374	100%



Conciliation Agreements



Joseph Brown, Employment and Public Accommodations Supervisor, reports to the commission.



Leslie Marlin, Enforcement Officer, reports to the commission. In the background, are KCHR staff members.



Commissioners Todd Hollenbach IV, Anita Simmons and Kathryn Robinson were sworn in as commissioners this year. Outgoing commissioners were Annazette Fields, Mary Ann Stewart and Kathryn Robinson.

July 2002

Margaret and Thomas Steptoe v. Indiana Mortgage Funding Inc. d/b/a Kentucky Mortgage Funding in Louisville:

In a complaint alleging discrimination based on disability, requiring the use of an American Sign Language interpreter, in a public accommodation, a conciliation agreement included \$4,000 compensation for the complainants and KCHR monitoring of the respondent.

William Montgomery v. Kroger Limited Partnership d/b/a Kroger Food Stores in Louisville:

In a complaint alleging discrimination based on race, black, in a public accommodation, a conciliation agreement included \$6,000 compensation for the complainant and KCHR monitoring of the respondent.

Sara Flynn v. Kelly Brothers Lumber in Covington:

In a complaint alleging discrimination based on sex, female, in employment, and after a commission recommendation of no probable cause followed by a petition for review, a conciliation agreement included \$1,500 compensation for the complainant and KCHR monitoring of the respondent.

Vernice Smith v. Aramark in Barbourville:

In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$365 compensation to the complainant and KCHR monitoring of the respondent.

Stephen Fein v. Transit Authority of River City (TARC) in Louisville:

In a complaint alleging discrimination based on age, over 40, and retaliation in employment, a conciliation agreement included employment policy and practices clarifications and implementation for the respondent.

LaDawana Stovall v. Speedway Super America LLC in Louisville:

In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$1,700 compensation and job reinstatement for the complainant and KCHR monitoring of the respondent.

Miller-Spence v. Henderson County Family YMCA in Slaughters:

In a complaint alleging discrimination based on disability in employment, and after a finding of probable cause by the commission, a conciliation agreement included \$4,750 compensation for the complainant and KCHR monitoring for the respondent.

August 2002

Commissioner Sue Dowdy v. Thomas Moore d/b/a The Interior Journal in Stanford:

In a complaint alleging discrimination based on familial status, families with children, in housing (advertising) in Stanford, a conciliation agreement included \$500 compensation for the respondent and KCHR fair housing training and monitoring for the respondent.

Kyra McDonald, Shameka Owens and Lauren Horton v. Coleman Real Estate and Property Management in Murray:

In three individual complaints alleging discrimination based on race, black, in housing, a conciliation agreement included \$300 compensation for an electric bill as compensation and extension of the lease at a fixed price for the complainants, and KCHR fair housing training and monitoring for the respondent.

Montez Hood and Turquoise Gerton v. Kroger Food Stores Inc. in Louisville:

In two individual complaints alleging discrimination based on race, black, in a public accommodation, a conciliation agreement included \$1,200 compensation, each, and letters of apology for the com-

plainants, and employee training at all 71 area stores and KCHR monitoring for the respondent.

Lisa Meadows v. Bonfield Brothers in Mount Sterling:

In two separate complaints alleging discrimination based on sex, female, and retaliation in employment, a conciliation agreement included \$11,000 compensation for the complainant and KCHR monitoring for the respondent.

Cindy Wimsatt v. Tanner Management d/b/a McDonald's of Beaver Dam:

In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$2,500 compensation and a neutral job reference for the complainant, and an on-site commission visit and KCHR monitoring for the respondent.

Willie Floyd v. Genco Inc. of Louisville:

In a complaint alleging discrimination based on race, black, and age, over 40, in employment, a conciliation agreement included \$3,500 compensation for the complainant and KCHR monitoring for the respondent.

Tracy Lanier v. Wall Street Deli in Louisville:

In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$400 compensation and a neutral job reference for the complainant.

Steve Smith v. The City of Stanton: In a complaint alleging discrimination based on sex, male, in employment, a conciliation agreement included \$5,000 compensation for the complainant and KCHR monitoring for the respondent.

September 2002

Jeannette Sutton v. Rite Aid of Kentucky Inc. d/b/a Rite Aid Store No. 02715 in Newport: In a complaint alleging

discrimination based on religion, Jewish, in a public accommodation, a conciliation agreement included \$1,000 compensation for the complainant, training for personnel on policy practice and KCHR monitoring for the respondent.

Teresa Evans v. Laura Davenport d/b/a Kentucky Housing Corporation in Frankfort: In a complaint alleging discrimination based on disability, daughter's heart disease, in housing, a conciliation agreement included a retroactive Section Eight voucher in the amount of \$2,020 as compensation for the complainant; and fair housing training, an agreement to post and distribute fair housing notices for applicants, and KCHR monitoring for the respondent.

Alicia White v. Kmart in Elizabethtown: In a complaint alleging discrimination based on race, black, in a public accommodation, a conciliation agreement included a \$250 gift certificate in compensation for the complainant and KCHR monitoring for the respondent.

Melanie Grubb v. McFarland-Murray Chevrolet in Grayson: In a complaint alleging discrimination based on sex, female, in employment, a conciliation agreement included \$600 compensation for the complainant, and sexual harassment training to employees as well as KCHR monitoring for the respondent.

October 2002
Angela Townsend v. Warren County School District in Bowling Green: In a complaint alleging discrimination based on race, black, and retaliation in employment, a conciliation agreement included the use of a new computer, a student teacher to assist, and the assignment of one advanced class in the Extended School Services program for the complainant at her employment.

Kim Hatton v. 3M Corporation in Cynthiana: In a complaint alleging discrimination based on sex, female, in employment, a conciliation agreement included rehiring in a requested position with no penalties in seniority or benefits for the complainant and KCHR monitoring for the respondent.

December 2002
Oliver Jackson v. Rainbow Coal and Oil Co. in Versailles: In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$10,000 compensation for the complainant; and annual civil rights compliance training and KCHR monitoring for the respondent.

Sondra Kummer v. Dr. Bizer Vision World Preston Hwy. Branch in Louisville: In a complaint alleging discrimination based on disability in employment, a conciliation agreement included \$4,200 compensation for the complainant and civil rights compliance training for the respondent's employees.

January 2003
Kimberly Sturgill v. William Wolsing in Florence: In a complaint alleging discrimination based on familial status, pregnant female, in housing, a conciliation agreement included \$4,500 compensation for the complainant; and commission monitoring for the respondent as well as a requirement to post information about equal housing opportunity rights for prospective renters.

Torry Herndon v. Willa Mae Ross in Covington: In a complaint alleging discrimination based on familial status, family with children, in housing, a conciliation agreement included \$5,000 compensation for the complainant and civil rights compliance training for the respondent as well as a requirement to post information about equal housing opportunity rights for prospective renters.

February 2003
Angel Davenport v. William and Suzanne Pearson in Utica: In a complaint alleging discrimination based on familial status, family with children, in housing, a conciliation agreement included \$500 compensation for the complainant; and fair housing training for the respondent, as well as a requirement to provide all rental applicants with fair housing literature and postings.

Mark D. Wilson v. Family Stores of Kentucky Ltd. In Louisville: In a complaint alleging discrimination based on disability, requiring wheelchair use, in a public accommodation, a conciliation agreement included

an agreement by the respondent to continue to utilize the "Door to Shelf" program, which it states is implemented in its stores nationwide to expedite the placing of merchandise to reduce blockage of store aisles. The respondent agreed to continue to train all of its store managers on the requirements of the Americans With Disabilities Act. KCHR will monitor the respondent.

Percy Brown v. Best Buy in Louisville: In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$500 compensation and a letter of apology for the complainant for any misunderstanding; and an agreement to review for any necessary revision, its policies and procedures regarding "stops" for potential alleged shoplifter violators, as well as commission monitoring for the respondent.

Tracey McLin v. The Children's Learning Tree in Somerset: In a complaint alleging discrimination based on sex, female, in employment, a conciliation agreement included \$1,200 compensation in back pay for the complainant and commission monitoring for the respondent.

Jennifer Gatten v. Henderson Chevrolet-Oldsmobile in Henderson: In a complaint alleging discrimination based on sex, female, in employment, a conciliation agreement included \$3,000 compensation and a \$500 debt dismissal for the complainant; and civil rights training as well as commission monitoring for the respondent.

March 2003
Bryon and Kristi Sykes v. Shannon Catlett d/b/a Phoenix Hill Apartments in Louisville: In a complaint alleging discrimination based on disability, requiring the use of a service animal, in housing, a conciliation agreement included a \$1,860 credit for three months rent for the complainant; an agreement by the respondent to communicate with the complainants in both written and verbal form; and commission monitoring for the respondent.

James Tinsley v. General Electric Industrial Systems In Owensboro: In a complaint alleging discrimination based on

race, black, in employment, a conciliation agreement included \$3,256.21 compensation for the complainant and commission monitoring for the respondent.

Patricia Kennedy v. BunBaker's Black Angus Grill in Elizabethtown: In a complaint alleging discrimination based on disability, requiring the use of an American Sign Language interpreter, in employment, a conciliation agreement included reinstatement of the complainant's job; an agreement by the respondent to provide interpreters for staff meetings, training and any other communications outside the realm of routine work; and an agreement by the respondent to provide sexual harassment training to employees and disability reasonable accommodations training to management.

Ashley Gaither v. Madisonville Pizza Inc. in Madisonville: In a complaint alleging discrimination based on sex, female, and retaliation in employment, a conciliation agreement included \$1,000 compensation for the complainant; reinstatement of the complainant's job at the rate of pay current at the time of separation; an agreement by the complainant to comply with the employer's policies and procedures; and an agreement by the respondent to continue to include sexual harassment in the next regularly scheduled training.

Vicki Jones v. James Cowan Jr. d/b/a Advance Auto Parts in Middlesboro: In a complaint alleging discrimination based on sex, female, and retaliation in employment, a conciliation agreement included \$10,000 compensation for the complainant; and sexual harassment training and commission monitoring for the respondent.

Commissioner Annazette Fields v. Bryan Wolfe in Georgetown: In a complaint alleging discrimination based on familial status in housing, a conciliation agreement required that the respondent provide the following: \$750 compensation to the Kentucky Commission on Human Rights; compliance with the Kentucky Civil Rights Act and the U.S. Fair Housing Act; posting and maintenance of equal housing opportunity posters and distribution of fair housing literature for



Commission At Work

1. KCHR Managing Attorney Jeff Metzmeier reports to the commission while unit managers, Arthur Kaufman, Joseph Brown, staff advisor Olivia Strickland, and manager Cynthia Thornburg look on. Commissioner Robert Bowling is in the foreground. 2. Commissioners Sue Dowdy, Henry Curtis and William Cleves. 3. Commissioners Anita Simmons and Richard Brown.

view to all potential clients; participation in fair housing training; the inclusion of the words, "equal housing opportunity," in all rental advertisements; and commission monitoring. Commissioner Fields initiated the complaint alleging that the respondent violated the advertising restrictions in fair housing law, which prohibit use of the words, "no children." The respondent denied all allegations of discrimination but said he did author the advertisement.

April 2003

Charlotte Masterson v. Randy Hilliard in Stanford:

In a complaint alleging discrimination based on race, black, and disability, requiring the services of a comprehensive care agency, in housing, a conciliation agreement included \$2,500 compensation and a \$1,274 credit for carpet replacement for the complainant; and a requirement to display fair housing posters and distribute fair housing literature to clients for the respondent. Because the respondent receives federal funding, the federal government will determine any fair housing training and reporting requirement.

Renetta Clark v. Bluegrass Liquor in Paris: In a complaint alleging discrimination based on race, black, in a public accommodation, a conciliation agreement included \$500 compensation for the complainant.

Brian Newsome v. Bank of Louisville (now BB&T Corporation holding company) in Louisville: In a complaint alleging discrimination based on disability, requiring the use of a wheelchair, in a public accommodation, a conciliation agreement included \$2,000 compensation, widening of the doors and installation of an automatic door and doorbell within six months at the specified branch for the complainant; and equal access rights training for the respondent.

Shamiko Williams v. Regis Corporation in Minneapolis:

In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$3,000 compensation and re-employment at the former rate of pay and benefits for the complainant; compliance by the complainant to the respondent's policies and procedures as well as submission to a probationary period for satisfactory performance evaluation; and civil rights compliance training

and commission monitoring for the respondent.

May 2003

Richard and Judy Smith v. Green Point Credit LLC in Auburn:

In a complaint alleging discrimination based on disability in housing, a conciliation agreement included the following: The respondent agreed to reduce the principal balance of the complainants' loan by \$10,000, reduce the rate of interest on the loan by 1.5 percent and change the monthly due date of the loan payment.

Bonnie Cook v. AEI Resources Inc. in Ashland:

In a complaint alleging discrimination based on disability in employment, a conciliation agreement included \$1,100 compensation for the complainant and commission monitoring for three years for the respondent.

June 2003

Audrey Jones v. Tren-D-Gifts, Denise Scott v. Tren-D-Gifts, and Connie Stevens v. Tren-D Gifts, all in Elizabethtown:

In three separate complaints alleging discrimination based on religion in public accommodations, three conciliation agreements included the following: The respondent agreed to display the KCHR poster indicating to customers the business complies with the Kentucky Civil Rights Act, participate in civil rights compliance training and submit to commission monitoring. The respondent agreed to compensate Ms. Jones in the amount of \$1,500, and compensate Ms. Scott and Ms. Stevens in the amount of \$1,000, each.

Silves Mitchell v. Glasgow State Nursing Facility in Glasgow:

In a complaint alleging discrimination based on race, black, in employment, a conciliation agreement included \$3,000 compensation for the complainant and civil rights compliance training for the respondent.

William Cleves v. Don Mayes In Hopkinsville:

In a complaint alleging discrimination based on familial status in housing, a conciliation agreement included \$500 compensation for the complainant; and civil rights compliance training, a requirement to post information about equal housing opportunity rights for the public, and commission monitoring for the respondent.

Case Studies

Henderson Company ordered to pay damages

The Kentucky Commission on Human Rights (KCHR) ordered Service Tool and Plastic Inc. to pay \$14,758.22 to a former employee for firing her after she reported alleged sexual harassment by another employee. KCHR issued the order on May 9, 2003, from its headquarters in Louisville.

The manufacturing company in Henderson was found in violation of the Kentucky Civil Rights Act, KRS 344.280, which makes it illegal for an employer to retaliate against an employee who files a discrimination complaint based on race, color, national origin, religion, sex, age (over 40) or disability.

Ninfa Marruquin of Henderson was terminated from her job on March 12, 1999, within hours after telling a supervisor that a male employee had grabbed her during the third shift of March 11.

The commission ruled that Ms. Marruquin was retaliated against for exercising a statutorily protected right – that of complaining to employers regarding alleged discrimination and harassment.

The ruling adopted recommendations made by a hearing officer of the Kentucky Attorney General's Division of Administrative Hearings. The commission ordered the monetary award in compensation for lost wages and suffering due to humiliation and embarrassment.

The hearing officer's recommendations cited testimony from both sides given at a hearing on July 16-17, 2002 at the Audubon State Park in Henderson.

Company officials testified they dismissed Ms. Marruquin due to her failure as line inspector to catch faulty lawn mower carburetor parts produced by her assembly line crew. It was her job, managers said, to make sure the parts were correct.

However, employee testimony uniformly agreed that the company had experienced prob-

lems with production of the carburetor back plates before, but that other employees were not terminated for "passing bad parts."

Before her third shift ended on March 12, Ms. Marruquin and another employee expressed concern that she might be fired after reporting the alleged sexual harassment, according to testimony. It was the second time in just over four months that she alleged to supervisors she was the victim of sexual harassment by employees. It was discovered that in both instances, company managers talked to employees in question without further action.

After the allegations she made on March 12, Ms.

Marruquin said she finished her shift as usual, and a quality inspector passed the parts produced by her crew that night as satisfactory. When she returned in the evening to begin the third shift, she was told she was being fired for passing bad parts.

A quality inspector testified he passed the parts from her line on the 12th as satisfactory, but that later three parts were found to be faulty and were fixed. He also found bad parts on another line that night, he said. He testified that he came to work the next night and was surprised to learn Ms. Marruquin had been fired.



Chair Priscilla Johnson reports findings of the commission.

Subdivision drops racial restrictions

In a KCHR conciliation agreement approved in May, Lake Beshear subdivision in Dawson Springs, Ky., agreed to change its 1965 restrictive covenant that excluded non-whites from living, renting or owning property there.

Thomas and Terry Hinton filed a complaint against the Lakeshore Drive Addition LLC subdivision in December when they decided to put their house, which is located there, up for sale. The complaint alleged discrimination based on race in housing, in violation of the Kentucky Civil Rights Act, KRS 344.360.

"We wanted to sell our house to anybody that we wanted to," Mr. Hinton said. "If anybody was to read that provision, African Americans, as well as others, would not want to buy the house."

In the agreement, Lakeshore agreed to remove the clause, "None of the lots situated in the subdivision shall be sold, leased or rented in any form or manner to any other than a person of the Caucasian race or to any [organization] of which any person other than those of the Caucasian race shall be a member or stockholder."

The commission filed notice of the removal of the discriminatory language in the Caldwell County Clerk's Office for public viewing. The commission conducted free voluntary training on the subject of state and federal fair housing laws for the public in Dawson Springs.



Above, The commission reviews cases.

The Commission

Priscilla Johnson, Chair
Lexington

Robert Bowling
Middlesboro

Richard E. Brown
Owensboro

Rev. William Cleves
Covington

Rev. Thurmond Coleman, Sr.
Louisville

Henry Curtis
Frankfort

Sue Dowdy
Russell

Todd Hollenbach IV
Louisville

Deborah Kent
Louisville

Anita Simmons
Hopkinsville

Y. Denise Payne Wade
Louisville

Beverly Watts
Executive Director

KCHR operated with a budget of \$2,252,340, and with an average 35 full-time employees and 11 commissioners during the reporting year.

The Staff

Linda Thompson
Executive Secretary for Beverly Watts

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

Joan Henry
Administrative Specialist

Joseph T. Brown
Employment and Public Accommodations Supervisor

Ann Stivers
Administrative Specialist

David Alexander
Enforcement Officer

Anne Hardy

Enforcement Officer

Pamela Horne
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

Cynthia Thornburg
Housing Supervisor

Michael Foree
Enforcement Officer

Kim Harris
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
John C.K. Fisher
Northern Kentucky Field Supervisor

Darla Simpson
Administrative Secretary