

Commission on Human Rights

KY Human Rights Commission issues September 2013 rulings on discrimination complaints

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The Kentucky Commission on Human Rights Board of Commissioners met today, Thursday, Sept. 19, at Louisville headquarters to rule on discrimination complaints for the Commonwealth of Kentucky.

The commission ruled to approve one conciliation agreement to settle a case in which there had been a determination of probable cause to believe illegal discrimination may have occurred.

The commission approved two case withdrawals giving complainants the right to file private suits, approved two case withdrawals resolved with private settlements, and dismissed eight complaints with findings of no probable cause to evidence that discrimination occurred. The commission successfully mediated three complaints with undisclosed settlements.

Conciliation agreements are similar to settlements and are negotiated by commission investigative and legal staff. The agreements resolve the discrimination complaints. The following is the summary of the conciliation agreement approved at today's meeting:

Randi Reyna v. Melodee Thacker, in South Shore, Ky.: On Oct. 23, 2012, Randi Reyna alleged to the commission that she was the victim of unlawful discrimination based on disability in the area of housing. This would be a violation of the Kentucky Civil Rights Act (Kentucky Revised Statutes Chapter 344) and the United States Fair Housing Act. Reyna said she requested from her landlord, Thacker, the reasonable accommodation of being allowed to have a service animal, necessitated by a disability, live with her on the property. Reyna claimed that Thacker made unlawful requirements for proof and special insurance, for example, in order to consider the request. On March 15, 2013, the commission found probable cause to believe unlawful discrimination may have occurred. The parties chose to resolve the matter with a conciliation agreement rather than move forward with further litigation. Thacker denied any wrongdoing or violation of the law. She compensated Reyna in the amount of \$3,500, agreed that she does and will comply with antidiscrimination law, and she agreed to undergo civil rights

compliance training and submit to compliance monitoring for three years by the commission.

The Kentucky Civil Rights Act makes it illegal to discriminate against people in the areas of employment, financial transactions, housing and public accommodations.

Discrimination is prohibited based on race, color, religion, national origin, gender, and disability. In employment, discrimination is further prohibited on the basis of age (40-years and over) and tobacco-smoking status. In housing, discrimination is further prohibited based on familial status, which protects people with children in the household under the age of 18-years old and protects women who are pregnant.

For more information, contact the commission at 1.800.292.5566. For details about civil rights and commission activities, visit the website at kchr.ky.gov. For news about civil rights and information pertaining to protected classes, visit the Kentucky Commission on Human Rights Facebook and Twitter sites.