

# Kentucky Commission on Human Rights

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## Kentucky Human Rights Commission issues February 2016 Rulings on Discrimination Complaints

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For help with discrimination, contact commission headquarters: 1.800.292.5566

The Kentucky Commission on Human Rights Board of Commissioners at its regular meeting in February ruled upon discrimination complaints for the people of the Commonwealth of Kentucky. The public meeting was held at commission headquarters in Louisville, Ky.

The commission ruled to approve one conciliation agreement. It ruled to approve two case withdrawals that were resolved with private settlements after respondents were made aware complaints had been filed with the commission. The commission accepted four case withdrawals giving complainants the right to file private suits and ruled to dismiss 11 complaints with findings of no probable cause to evidence discrimination may have occurred. The commission resolved one case through mediation with a private agreement. Mediations are legally private sessions held face-to-face between complainants and respondents and led by a commission attorney.

Conciliation agreements are similar to settlements and are negotiated by commission officials during the course of investigation of charges of alleged discrimination. The following conciliation agreement was ruled upon and accepted during the February 18 meeting:

Shannon Branham v. Monticello Housing Authority, in Monticello, Ky.: In March 2015, Shannon Branham complained to the commission, alleging she was a victim of discrimination in the area of housing based on race (African American). This would be a violation of the Kentucky Civil Rights Act (KRS Chapter 344) and the U.S. Fair Housing Act. The Monticello Housing Authority denied all allegations of violation of the law. Prior to a determination, the parties agreed to resolve the matter with a conciliation agreement. The respondent agreed to provide the complainant with a neutral reference and clear any rental debt from the complainant to the landlord. The respondent agreed to undergo fair housing compliance training and submit to compliance monitoring by the commission. The conciliation agreement does not constitute an admission of liability or wrongdoing, including but not limited to, any violation of the Kentucky Civil Rights Act, KRS Chapter 344 et. seq. or Federal Fair Housing act as amended, 42 USC 3601 et seq., all of which are specifically denied. The parties acknowledge that the conciliation is a compromise of disputed claims.

The Kentucky Commission on Human Rights is the state government authority that enforces the Kentucky Civil Rights Act (Kentucky Revised Statutes Chapter 344), and, through its affiliations with the U.S. Equal Employment Opportunity Commission and the U.S. Dept. of Housing and Urban Development, enforces federal civil rights laws.

The Kentucky Civil Rights Act makes it unlawful to discriminate against people in the areas of employment, financial transactions, housing and public accommodations. Discrimination is prohibited in the aforementioned areas 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 on the basis of 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 it protects women who are pregnant. It is also a violation of the law to retaliate against a person for complaining of discrimination to the commission.

For help with discrimination or ask the commission to file a discrimination complaint, contact the commission at 1.800.292.5566. For information about the commission and civil rights, visit the website at [www.kchr.ky.gov](http://www.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. Directly link to the sites from the commission website address listed above.