



CITY OF DECATUR HUMAN RELATIONS COMMISSION ANNUAL REPORT FISCAL YEAR 2016

INTRODUCTION

Included in this report is a summary of this year's data on complaints filed with the Human Relations Commission; highlights of the Human Relations Commission for this fiscal year; and a letter from the Human Relations Commission Chair for fiscal year 2016.

Under the provisions of Chapter 28 UNLAWFUL DISCRIMINATION, there are nine members who serve as Human Relations Commissioners, appointed by the Mayor with advice and consent by the City Council. All Commissioners serve without compensation. The Human Rights Investigator is an independent contractor who the City pays to review and investigate claims that are turned in to the Human Resources office. This individual serves as a liaison to the Commission. Fred Spannaus continues to be an Investigator.

A second Human Rights Investigator, Jan Minks Runion, was added during fourth quarter, 2016. This contracted position was added in case of potential conflicts of interest and to assist with the workload. The Commission was meeting at 3:30 p.m. the third Thursday of the month in the City Council Chambers. Beginning October 2016, the meeting start time moved to 4:00 p.m. The meetings are open to the public.

At the end of the fiscal year, the Human Relations Commission consisted of eight commissioners:

Derrick Thaxton (Chair), Ron Callow (Vice Chair), Mary Jo Comerford, Curtis Johnson, Francie Johnson, Joyce Keller, Verzell Taylor and Robert Whitten. One position became vacant when Commissioner Mary Gendry chose not to be reappointed after her term expired in August, 2016.

The Rev. Dr. Martin Luther King, Jr. Steering Committee held a very successful luncheon at the Decatur Club on Saturday, January 16. The speaker was Appellate Judge Lisa Holder White. The annual Freedom March was held on Monday, January 18, with a program following at Church of the Living God Temple 1.

The Commission hosted a public forum on Thursday, July 28 at the Decatur Civic Center. The forum was titled, "Know Your Rights: Creating Community Connections and was facilitated by Robert Moore, retired United States Marshal.

The Commission continued recording its monthly meetings for broadcast on Channel 18 cable and the City's website.

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Summary of Cases Opened in 2016

Case #	Type	Date Filed	Disposition
#160225A	Race discrimination in employment (discharge)	02/25/16	Dismissed after full investigation with finding of no probable cause.
#160225B	Race discrimination in employment (discharge)	02/25/16	Dismissed after preliminary investigation due to lack of evidence.
#160310	Disability discrimination in housing (eviction)	03/10/16	Dismissed after full investigation with finding of no probable cause.
#160311	Discrimination in public accommodations (no basis)	03/11/16	Dismissed after initial interview due to failure to allege protected class.
#160321	Disability discrimination in employment (discharge)	03/21/16	Dismissed after initial interview due to employer not being aware of protected class and lack of evidence.
#160627A	Sexual harassment and retaliation in employment	06/27/16	Completed full investigation; found probable cause. Public Hearing held on February 13, 2017. Hearing Officers recommended finding for Complainant due to failure of Respondent to file timely response. Hearing on remedy set for April 3, 2017.
#160627B	Race discrimination in employment (failure to promote)	06/27/16	Dismissed due to it being more than 180 days from alleged act of discrimination to time of filing.
#160629	Retaliation in employment	06/29/16	Completed full investigation; found probable cause. Mediation scheduled for March 29, 2017.
#160711	Sexual harassment and retaliation in employment	07/11/16	Completed full investigation; found probable cause. Mediation scheduled for March 29, 2017.
#160803	Sexual harassment in employment	08/03/16	Conducted full investigation. Dismissed on instructions of corporation counsel based on action not covered in ordinance.

Case #	Type	Date Filed	Disposition
#160815A	Race discrimination in employment	08/15/16	Under active investigation.
#160815B	Race discrimination in employment	08/15/16	Under active investigation.
#160830	Race discrimination in employment	08/30/16	Under active investigation.
#161012	Race discrimination in employment (discharge)	10/12/16	Dismissed after full investigation with finding of no probable cause.
#161028	Discrimination in employment (discharge)	10/28/16	Dismissed after initial interview due to failure to allege protected class.
#161101	Association race discrimination in employment (discharge)	11/01/16	Dismissed after initial interview due to allegation of "association discrimination", which is not covered in ordinance.
#161108	Race discrimination in employment (failure to promote)	11/08/16	Withdrawn by Complainant.
#161129	Discrimination in employment (discharge)	11/29/16	Dismissed after initial interview due to failure to allege protected class.