

HUMAN RIGHTS INVESTIGATOR**MONTHLY REPORT**

Month/Year: March 2023

Case Summaries

Case #	Type	Date Filed	Most Recent Disposition
220201	Disability discrimination in employment (termination)	February 1, 2022	<p>Found probable cause and sent investigation summary to the parties on October 19. The parties are continuing negotiations and making progress.</p> <p>I met with the attorneys on February 8. Due to their travel schedules, I further extended their deadline to March 31 and required they report to me by March 17.</p>
220713	Race discrimination and retaliation in employment (termination)	July 13, 2022	I completed the investigation and did not find probable cause for a violation. I dismissed the case. Both parties were sent notification on March 6. The Complainant has 40 days from the date of receipt of the dismissal to submit an appeal to the Commission.
221017	Disability discrimination in a place of public accommodation	October 17, 2022	I have completed the investigation and am currently researching the law and preparing the Investigation Summary.
230224	Race discrimination in employment (denial of promotion, constructive discharge)	February 24, 2023	<p>Charge was submitted on February 24. I conducted the initial interview on February 28.</p> <p>The case centers alleged harassment based on race, and the creation of a hostile work environment. Unfortunately, the City of Decatur's Unlawful Discrimination Ordinance does not prohibit harassment based on any factor other than sexual harassment. Thus, it is not unlawful to create a hostile environment on the basis of race, national origin, religion, etc.</p> <p>However, I will process with the case on the basis of an alleged denial of promotion. As the Complainant eventually resigned the position, I am adding</p>

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			<p>constructive discharge to the charge. I am currently preparing the formal charge and interrogatories.</p> <p>I have advised the Complainant that the case may not succeed, as the primary offense – racial harassment – is not prohibit by the City Code.</p>
230303	Religious/national origin discrimination in employment (termination)	March 3, 2023	<p>Charge was submitted on March 3. I conducted the initial interview on March 7 and determined there was reasonable suspicion of a violation.</p> <p>I am currently attempting to obtain releases of information from other agencies involved in this case. Upon obtaining further information, I will prepare the formal charge and interrogatories.</p>

Also conducted Commissioner orientation sessions for Commissioners Goodman, Pelz and Schleeter.

Submitted by: **Fred Spannaus, Human Rights Investigator**