

HUMAN RIGHTS INVESTIGATOR**MONTHLY REPORT**

Month/Year: October 2023

Case Summaries

Case #	Type	Date Filed	Most Recent Disposition
230719	Race discrimination in employment	July 19, 2023	<p>I conducted the initial interview on July 27 and found reasonable suspicion of a violation. I prepared the formal charge. The Complainant signed it and it was sent to the Respondent on August 4.</p> <p>Respondent filed its response on September 29, having been granted an extension. I immediately gave the response to the Complainant for review, and attempted to schedule investigation interview with Complainant.</p> <p>Sent two texts, two emails, and one voicemail before Complainant responded, and we agreed on an appointment for November 2.</p> <p>Complainant missed the meeting on November 2, saying they overslept. Set second appointment for November 9, and Complainant again missed, saying they took baby to doctor. Set third appointment for November 16.</p>
230725B	Race discrimination in employment	July 25, 2023	<p>I conducted the initial interview on August 7 and found reasonable suspicion of a violation. I prepared the formal charge. The charge was sent to the Respondent on August 14.</p> <p>The Respondent's attorney and the Complainant agreed to attempt to settle the case with me serving as remote mediator. On October 26, the parties agreed in principle. The Complainant signed an agreement on November 2, and I forward it to the Respondent's attorney. I am awaiting receipt of the signed agreement from Respondent.</p>

Case #	Type	Date Filed	Most Recent Disposition
230831	Race discrimination in employment	August 31, 2023	<p>I conducted initial interview on September 8, 2023 and determined there was reasonable suspicion of a violation. I prepared the formal charge. The charge was received by the Respondent on September 27. The Respondent had until October 27 to submit its response.</p> <p>No response was received. I planned to file a formal Complaint, as provided by the City. However, City attorney Amy Waks asked me to verify the employer of record, and it turns out the employer was a management company. We refiled the case against the new Respondent on November 14.</p>
230912	Race discrimination in employment (termination)	September 12, 2023	<p>I conducted the initial interview on September 25 and found reasonable suspicion of a violation. I prepared the formal charge. The Complainant signed it, and it was sent to the Respondent on October 5. The Respondent asked for an extension to November 13 to submit its response, and I granted it.</p>
231010	Disability discrimination in public accommodations	October 10, 2023	<p>I conducted the initial interview on October 18 and found suspicion of a violation, or possibly a case of mistaken identity. A relative of the Complainant took the Complainant to Respondent's business, and they agreed that this was a case of mistaken identity. The case is closed.</p>

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