



Carolyn Miller-Cooper

## A Message from the Executive Director

### Rapidly Changing Landscape

In general, we've seen a great deal of change take place within a short period of time when it comes to civil-rights-related matters. President Obama recently announced a relief process for eligible undocumented youth and publicly professed support for the legalization of same-sex marriage. Our nation watched community responses to the Trayvon Martin tragedy, and our own community was shocked when violent crime in this community occurred with police, community, and media present. This is all occurring during the Kentucky-Indiana bridges project

getting underway, student assignment in our local schools changing, and the United States Supreme Court's recent decision on Arizona immigration law.

Although there's a great deal taking place in our nation and in our local community, we continue to look at improving the economic opportunities available in our community through our Contract Compliance Unit and the continued elimination of all forms of bigotry and discrimination in Louisville Metro. You've seen multiple community forums hosted recently by our department and will continue to see others in the near future, including Youth/Young Adult dialogues that will address key issues of "Race and Inclusion."

Thank you for assisting the Human Relations Commission in making this community a better community for all.

## 2012 Marks a Milestone: Human Relations Commission's 50th Anniversary



HRC Staff 2012: Dawn Buffington, Carolyn Miller-Cooper, Sandra Bumphus, Martha Lawler, Pam Horne, Harold Rogers, Richard Smith, Diniah Calhoun, Bobbi Selmon, Linda Holland, Richard Everett, Rotonia Sanford, Tony Seay, Nicolas Valenzuela

March 27, 2012 marked the Louisville Metro Human Relations Commission's 50th year anniversary. The Metro agency celebrated its golden milestone with a select gathering of supporters which included some of Louisville's most influential and inspiring personalities such as Mayor Greg Fischer, Carolyn Whitaker-Tandy, Sadiqa Reynolds, Diane Porter and Raul Cunningham. Also in attendance were the Commission's board members and its staff, the latter who are the backbone of the Commission, charged with the intake and investigation of discrimination complaints from disenfranchised citizens of Louisville Metro or anyone working or living within Jefferson County.

Established by the Board of Alderman, and strongly backed by

Mayor Cowger in 1962, the conceptualization of the Commission was an initial response to the widespread social unrest and protests concerning segregated businesses and restaurants in Louisville that denied equal access in public accommodations to African-American citizens.

Today, however, the Commission boasts a wide range of enforcement authority, which includes direct investigations, subpoena powers, and issuance of final orders as to whether discrimination occurred in housing, public accommodations, hate crimes and employment cases. The Commission has also been on the forefront of ensuring that equal treatment is extended to all citizens, regardless of their race, sex, disability, age, religion, national origin, color, sexual orientation or gender identity.

Currently headed by Carolyn Miller-Cooper, the Commission is not only charged with the enforcement of anti-discrimination laws in Louisville Metro, but also with the monitoring of companies who do business with the city to ensure that Metro funded dollars are distributed equally among minority, disabled and female owned or partially owned businesses.

During the 50th Anniversary reception, Representative John Yarmouth, through his representative, Carolyn Whitaker-Tandy, awarded the Commission with a proclamation commending the Commission on its groundbreaking work and entering the recognition of the 50th year anniversary into the Congressional Record.

*Excerpts retrieved from an article written by  
Richard L. Smith, Compliance Officer*

## Commemorating the 44th Anniversary of the Fair Housing Act

*"It is the policy of the United States to provide, within constitutional limitations, for fair housing throughout the United States."* – U.S. Code Chapter 45 - Fair Housing -Subchapter I, Section 3601

This past April marked the 44th anniversary of the passage of the federal Fair Housing Act, a law protecting most persons in the United States from unlawful discrimination in securing and maintaining housing. On this anniversary of the Act's passage, it's important to reflect on the evolution of this landmark American law that continues to be one of the most relevant and useful civil rights enforcement statutes ever enacted.

Signed into law by President Lyndon Baines Johnson in April 1968 (after much debate and wrangling by Congress and in response to the assassination of Dr. Martin Luther King, Jr. that same month), the Fair Housing Act offered protections from unlawful discrimination in housing based on race, color, religion, and national origin. Bargaining during the congressional negotiations prior to the Act's passage resulted in some exemptions to the Act's coverage, such as housing dwellings of up to four units that were owner-occupied as well as developments maintained for religious orders. The Act was amended in 1974 to include sex and, in 1988, it was again amended to add two more protected classes: familial status, defined as the presence of minor children in the family but with an exemption for senior citizen developments, and disability. (Louisville Metro Ordinance also bars the same unlawful discrimination in housing, in laws originally passed in 1967 and amended subsequently to attempt to mirror the federal Act.)

Over the past 44 years, the United States Supreme Court and lower courts

have provided extensive, sometimes controversial, interpretation of the Fair Housing Act's meaning and intent. Housing transactions covered have been deemed to include not just the specific provisions cited in the language of the law. Different terms and conditions in rental, sales, mortgage lending and homeowners insurance based on protected classes are covered, including "steering" home seekers to particular areas and products and "redlining" a refusal to provide service to a specific area based on a particular protected class. Discriminatory zoning has been addressed. "Blockbusting," or the attempting to induce, for profit, a person to sell or rent a dwelling by representing the prospective entry into the neighborhood of persons of a particular protected class, is prohibited. Tax assessments, appraisals, and advertising have also been examined. The use of housing "testers" has been substantiated as a method for investigating potential discrimination. The sex protection has been determined not only to cover different treatment among the genders, but also sexual harassment. The disability protection requires that reasonable accommodations, or changes in business policies, and reasonable modifications, such as structural changes, be permitted when requested to assist persons with disabilities; for example, a zoning panel might waive a prohibition of group homes in a particular neighborhood to accommodate a substance abuse recovery house, while a landlord might permit a rental tenant to install a wheelchair ramp outside an apartment at the tenant's expense.

The future use of the Fair Housing Act does not remain in doubt, though interpretations of the Act might differ. Race discrimination complaints continue to be filed in high numbers. Our country remains segregated based on race, religion, national origin, and disability



through generations of government-sanctioned housing placement policy and by the individual choice of home seekers. The rights of undocumented immigrants are hotly debated in the passage of local laws by municipalities attempting to limit or define their housing entitlements. The Baby Boomer generation ages and results in a growth of the population of persons with disabilities, while many new construction multifamily developments across the country are built without accessibility features required by the Act, such as barrier-free access to the unit, appropriate temperature control placement, and reinforced bathroom walls for later installation of grab bars. Budget-strapped government agencies and non-profit groups struggle to investigate the complex scope of the housing market. Sexual orientation and gender identity have also garnered new legal reviews under the Act's protections. But the good news is that while secure housing remains scarce for countless persons in the United States, many of us in government, the non-profit sector, and private business continue to work hard to make a difference in reducing barriers to fair housing. The Fair Housing Act ultimately teaches us that fair housing is not just good law, but good business.

**Written by**  
**Nick Valenzuela, Compliance Officer**

## 16th Annual Race and Relations Conference

On January 24, 2012 Louisville Metro Human Relations Commission celebrated its 16th Annual Race and Relations Conference at the Muhammad Ali Center.

It was a great Success!



With over 300 community leaders; advocates of the civil rights movement; and beneficiaries of the struggle in attendance, Mayor Greg Fischer kicked off the event as the morning keynote speaker with a stirring address detailing his vision for Louisville as the "Compassionate City."

Master diversity trainer Lee Mun Wah of Stirfry Seminars and Consulting, gave riveting luncheon keynote address with his lecture entitled "A Promise Still To Keep" in which he depicted the disparity in perception of race relations today and the importance of keeping the lines of communications open to aid in the healing of our community.

At the Conference, we paid homage to Muhammad Ali who celebrated his 70th birthday this year with a few words from Mrs.

Lonnie Ali, his wife of 26 years.

In between our keynote addresses, guests attended several workshops geared toward not only discussing past issues of discrimination, but also how those issues differ today, and possible resolutions.



During this Conference, we presented the following awards to deserving individuals in our community:

- *Lifetime Achievement Award*: Raul Cunningham, President of the Louisville Chapter of the National Association for the Advancement of Colored People (NAACP)
- *Revered Louis H. Coleman Youth Service Award*: Selma Aljukic of Fairdale High School

The Human Relations Commission would like to thank every speaker, sponsor, exhibitor and attendee that joined us for this grand event.

*Written by Pam Horne,  
Public Education Coordinator*

## Recent Settlements

(Note: many cases that resolve do so with a settlement agreement prior to the conclusion of the investigation, and do not represent a finding of an unlawful practice having occurred.)

### Employment:

- *Samantha Bartley v. Timothy McDaniels (Covers, Inc.)* - Basis: Sex; Terms: \$8,000
- *Betty Fuqua-Carter v. Levy Premium Food Service Limited Partnership*—Basis: Sex and Race; Terms: \$12,500
- *Dustin Hall v. Sakebomb Restaurant, LLC d/b/a Sake Blue Japanese Bistro*—Basis: Sexual Orientation; Terms: \$350 and a letter of apology
- *Sharon Jackson v. Humana, Inc.*—Basis: Age and Disability; Terms: \$7,500
- *Jeffrey Taylor v. Reyes Holdings d/b/a Reinhart Food Service*—Basis: Race; Terms: \$8,000
- *Gray v. Bluegrass Surgery & Laser Center/AMSURG*—Basis: Race Discrimination, Retaliation; Terms: \$5,000 (plus forgiveness of \$900.00/overtime pay)
- *Goodman, v. Kelly Services*—Basis: Disability Discrimination; Terms: Maintain an Accommodation Policy
- *Bryant v. Steak 'n Shake*—Basis: Sex; Terms: \$400
- *Hogue, v. Dr. Zoom – Auto Repair Specialist*—Basis: Sex; Terms: \$6,000
- *Maupin v. Jewish Hospital*—Basis: Sex; Terms: \$1,250 less legal deductions

- *Colin v. Kroger Co.*—Basis: Disability; Terms: Employment and \$7.30/hour wages
- *Mills v. Golden Buddha*— Basis: Sex (Pregnancy); Terms: \$750

### Public Accommodations:

- *Kisha Hayden v. Blockbuster, LLC.*—Basis: Race; Terms: \$1,000, reprimand of Respondent's employee, review and an adjustment to Respondent's Anti-Harassment and Discrimination policies
- *Greg Bright v. The Chariot Hotel*—Basis: Race; Terms: \$2,000

### Housing:

- *Pumphrey v. The Community Builders, Inc.*—Basis: Disability; Terms: \$5,000, accessible unit transfer
- *Shindlbower v. Clifton Lofts Condominium Owners Association, Inc.*—Basis: Disability; Terms: Accessible, reserved parking space
- *Louisville Metro Human Relations Commission (LMHRC) Enforcement Board v. Miller*—Basis: Familial Status; Terms: non-discriminatory advertising and Fair Housing Training
- *Thompson v. Conventry Commons Apartments*—Basis: Disability; Terms: \$4,000 and assigned, handicap parking space
- *Rosalind Blair v. Clark Property Management*—Basis: Black, Female; Terms: Ten (10) Months Free Rent, cancelled eviction, \$500 paid in moving expenses

## Recent Settlements (con't)

### Hate Crime:

**Davis v. Fowler**—Basis: Sexual Orientation; Terms: \$150 plus interest, letter of apology, no contact with Complainant

### Other:

**Confidential Settlements**—Terms: Combined total of \$62,492.16, one case settled on the reinstatement of Complainant's employment

## Making a Compassionate City—HRC's 2012 Charitable Campaign

Our agency may be small in number, but big in heart. The HRC has a heart of green (dollars), silver and gold (coins) when it comes to helping local charities such as Community Health Charities, the Crusade for Children, the Fund for the Arts, and the United Way.



We started the 2012 campaign with **Team U of L** v. **Team U of K**.

Each associate chose his or her favorite team. The team with the most voluntary donations received a dress down day. Team U of L was the winner, but, we are proud of both the Cards and Cats.

Next, we made our annual pledges through payroll deduction.

The campaign ended with a bake sale. Thanks go out to all who donated and stopped by to purchase a tasty treat for charity.



Finally, we are proud to say that our annual total is \$1,242.62.

Wait, we just couldn't stop there. Staff jumped right into Mayor Fischer's "Give a Day" initiative by volunteering time in April at a local Dare to Care Food Bank located at St. Matthew's Episcopal Church on 330 North Hubbards Lane. Our staff organized and helped out those in our community that are in need of food.

*Written by Dawn Buffington,  
Administrative Clerk*

## Metro Vendor All-Stars

The following are vendors whose contracts exceeded \$10,000, have been prequalified with HRC (per Metro Code of Ordinances §37.27), and are fully utilizing minorities and women in their workforce.

Company	# Company Employees
All Seasons Entertainment, LLC	18
May Tours and Travel, LLC	2
Simon and Company, Inc.	4
Medical Society Professional Services	21
Taron Construction & Development LLC	1
ISS Facility Services, Inc./Louisville, KY	69
Brodart Co.	467
Network Center For Community Change (NC-3)	11
Mr. Maid Services, Inc. d/b/a Golf Cart World	4
River City Housing	4
Humana Insurance Company	10,812
Stanbio Laboratory	83
Language Line Services	2,241

