

# LOUISVILLE METRO HUMAN RELATIONS COMMISSION

## ANNUAL REPORT

The mission of the

*Louisville Metro Human  
Relations Commission*

is to **promote unity,**

**understanding,**

and equal  
opportunity

among **ALL**  
people of  
Louisville Metro  
and to

**eliminate ALL**

forms of **bigotry,**

**bias, AND hatred** from the  
community.

JULY 2014-JUNE 2015

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OFFICE OF THE MAYOR  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

December 21, 2015

Dear Friends:

Welcome to this report about the challenges, progress and accomplishments over the past year by the Louisville Metro Human Relations Commission.

It was a year full of education, outreach, opportunity, access and advocacy that touched citizens of all walks of life, of many nationalities, of all races and religions, in neighborhoods throughout the community. It was a year that lived up to the theme of this report: "Working Through Today's Challenges." The work toward implementing the 20-Year Action Plan is inspiring.

This is the type of challenging advocacy work that the Commission has been doing for more than half a century, and our community and citizens have benefitted greatly from those decades of commitment and perseverance.

From its early days at the start of the civil rights movement of the 1960s, the Commission has been a constant voice and a conscience for our community, creating a strong record of civil and human rights, justice and fairness for all.

However, many critical issues and challenges remain locally, around the nation and throughout our increasingly complex and connected global society.

As your mayor, my goal is to give all citizens a voice and a shared stake in making Louisville the best city in America -- regardless of the color of your skin, where you were born, or the circumstances you find yourself in at this moment.

We want a Louisville where all citizens can find good-paying jobs and decent working conditions, and to be able to reach out and attain the lifelong learning and skills they need for those jobs.

We want a Louisville where citizens are healthier in all aspects, have equal access to quality healthcare and to healthy, nutritious foods in their neighborhoods.

We also want a Louisville where all of our citizens are treated with compassion, where neighbor helps neighbor, and no one goes wanting.

The work of the Human Relations Commission, reflected in this report, is helping our community strive for and reach those goals and ideals.

Sincerely,

Greg Fischer  
Mayor

[WWW.LOUISVILLEKY.GOV](http://WWW.LOUISVILLEKY.GOV)

LOUISVILLE METRO HALL 527 WEST JEFFERSON STREET LOUISVILLE, KENTUCKY 40202 502.574.2003



HUMAN RELATIONS COMMISSION  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

CAROLYN MILLER-COOPER  
EXECUTIVE DIRECTOR

December 2015

Dear Fellow Citizens:

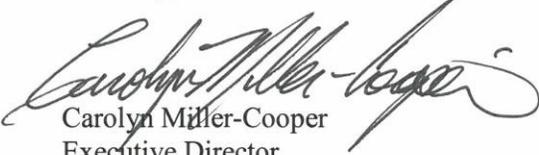
Each year brings new and different challenges. This past year, we've seen troubling divisiveness in our country, involving race, religion, gender, sexual orientation, gender identity, and national origin. There has been an uptick in violence involving people of color, both locally and nationally. There is much work to do.

Part of our mission is to eliminate all forms of bigotry and bias. That goal seems further away than ever now, but we cannot stop trying. It is more important now that we try to unite against the forces of divisiveness and try to create conditions that foster peacefulness, safety and equality.

In the past year, we've continued to receive and process discrimination complaints and promoted a level playing field for all who do business with Metro government. We've worked to bring those of diverse cultures together to foster understanding. We've sought to create a better relationship between the police and residents of Louisville. We are proud of our accomplishments, but recognize there is much work to do.

Kentucky's motto is "United We Stand, Divided We Fall". That was never more true than today. To be truly united, we must promote equality, equal opportunity and fairness. Let us join together in commitment to those goals to make the world a happier home for us all.

Sincerely,



Carolyn Miller-Cooper  
Executive Director

# COMMISSION STAFF

Carolyn Miller-Cooper, Executive Director

Martha Lawfer, Human Relations Supervisor

Dawn Buffington, Administrative Clerk and  
Intake Officer

Sandra Bumphus, Administrative Clerk and  
Intake Officer

Diniah Calhoun, Executive Assistant

Stella Dorsey, Citizen's Advocate

Linda Holland, Compliance Officer

Pamela Horne, Education & Outreach Coordinator

Rotonia Sanford, Secretary

Kevin Schaub, Compliance Officer

Tony Seay, Compliance Analyst

Bobbi Selmon, Compliance Analyst

Nicolas Valenzuela, Compliance Officer

Zoelee Velez Lopez, Fair Housing Researcher

Chastity White, Fair Housing Intern



Carolyn Miller-Cooper, Executive Director

# COMMISSION BOARD

## ADVOCACY BOARD:

The goal of this member board, appointed by the Mayor with the approval of Metro Council, is to promote and secure mutual understanding and respect among all economic, religious, ethnic and social groups in Louisville.

## MEMBERS:

- Reginald Glass, Chair
- David Allgood
- Aukram Burton
- Sherman Bush
- Dr. Mahesh Gupta
- Angelica Matos
- Victor Munderere
- Heather Williams
- Dawn Wilson



Reginald Glass, Chair

## ENFORCEMENT BOARD:

The goal of this member board, appointed by the Mayor with the approval of Metro Council, assists in the enforcement of anti-discrimination laws.

## MEMBERS:

- Judge Kevin Delahanty, Chair
- Melissa Allen
- Marie Dever
- Charles Lanier Sr.
- Dr. Ibrahim Syed
- Leonard Thomas



HRC Commissioners

# 20 YEAR ACTION PLAN FOR FAIR HOUSING IN LOUISVILLE

*Making Louisville Home for us All, A 20-Year Action Plan for Fair Housing* was created two years ago recognizing the context of historical policies that once intended to segregate people by race; the 20-Year Action Plan Steps are a way to address current realities and reduce segregation and discrimination in housing. The 20 Year Action Plan consist of Action Steps that are divided by five categories: (1) Government commitment to further fair housing; (2) Community education and engagement to further fair housing; (3) Creating a built environment that furthers fair housing; (4) Funding opportunities and economic development opportunities that further fair housing and 5) Legislatives changes. Within those categories are Action Steps to be completed (1) within three years of the beginning date of the plan, (2) within 4-7 years of the beginning date and (3) and within 8-20 years. Most of the steps can be undertaken and completed in these specific periods (the majority within three years), but some are ongoing and will endure throughout the entire plan.

The Louisville Metro Humans Relations Commission has been entrusted to oversee the implementation of the action steps for *Making Louisville Home for us All, A 20-Year Action Plan for Fair Housing*. We have met with department heads of different Metro Government agencies that have been trusted to carry out the task of achieving these action steps. In these meetings we have discussed each action step to determine the cost and process of its implementation. In some instances the actions steps were already completed, in the process of being implemented or required more time.

Having a home is pivotal to a person's sense of well-being and without it, no one can rest easy. Where a person lives determines the schools their children attend, the quality of air they will breathe, transportation options, outdoor space and even the food choices one can have. For most people, housing choices can be constrained through housing discrimination, the operation of housing markets, investment choices by holders of capital, the history and geography of regions, and patterns of development and the built environment. These factors and others can result in segregation, racially concentrated areas of poverty, and unequal access to vital community assets that can shape life outcomes. The Louisville Metro Humans Relations Commission will actively continue with the implementation of this action plan to make fair housing available to all Louisvillians.

# COMPLAINTS: FILING AND THE PROCESS

Citizens of Louisville Metro may file complaints with the Human Relations Commission if they believe that they have suffered discrimination in their places of employment, housing, places of public accommodation or have been the victim of a hate crime. The Commission has contracts with two federal agencies: the Equal Employment Opportunity Commission (EEOC) and the Department of Housing and Urban Development (HUD). Pursuant to these contracts, complaints are dual filed with those agencies. Upon completion of contract terms, the agencies pay the Commission. In addition to the contracts, the Commission will also investigate complaints that fall within its jurisdiction under local ordinance.

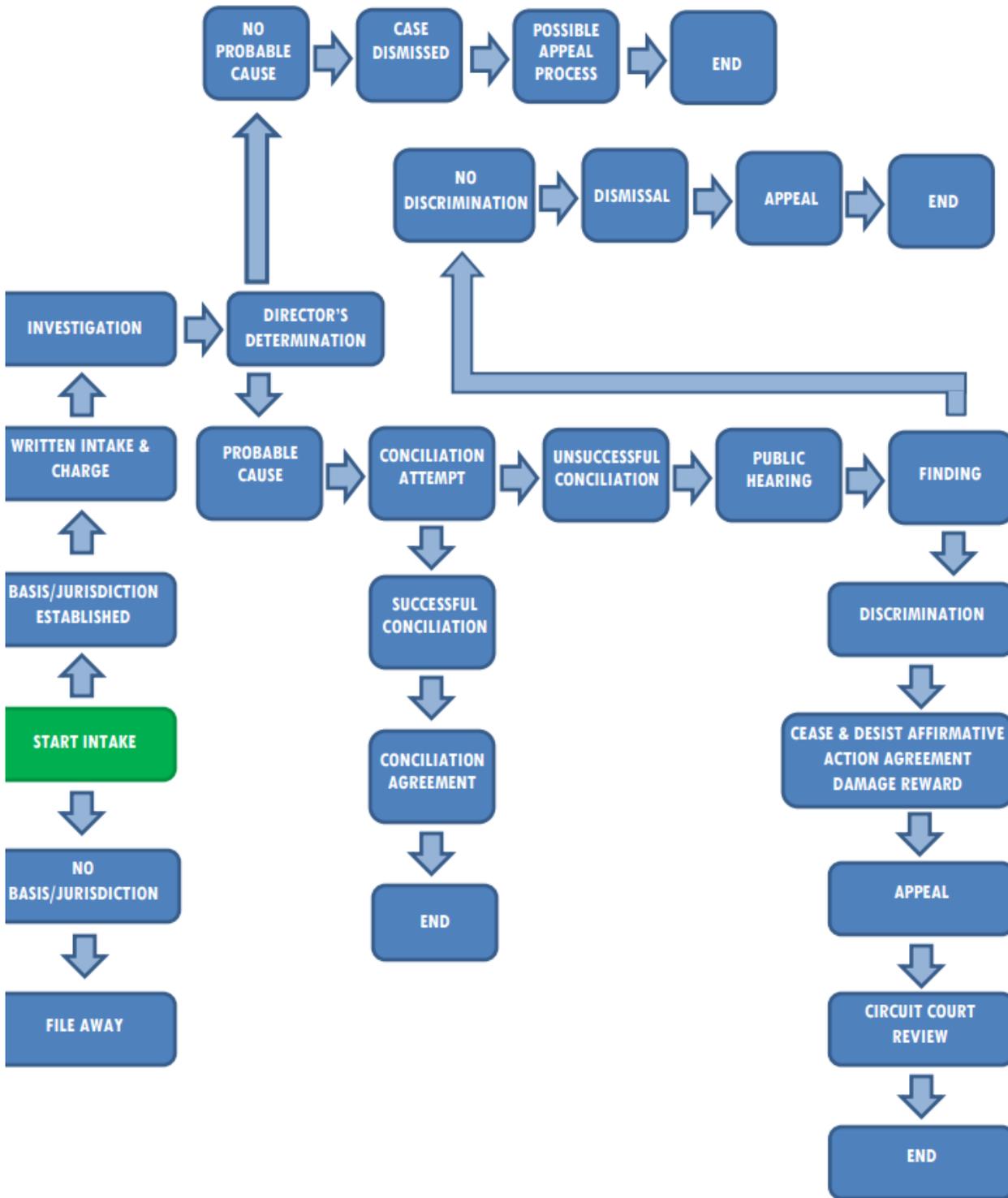
All complaints must be signed by the Complainant and sworn to be true. Once filed, the complaint is assigned to a Compliance Officer for investigation. The investigation begins with service of the Complaint and Respondent. The Respondent usually makes a formal reply which becomes a part of the record.

The investigator will request necessary documentation and interviews to evaluate the merits of the Complainant's allegations and the Respondent's position. At the conclusion of the investigation, the investigator submits findings along with a recommendation to the Agency's Executive Director.

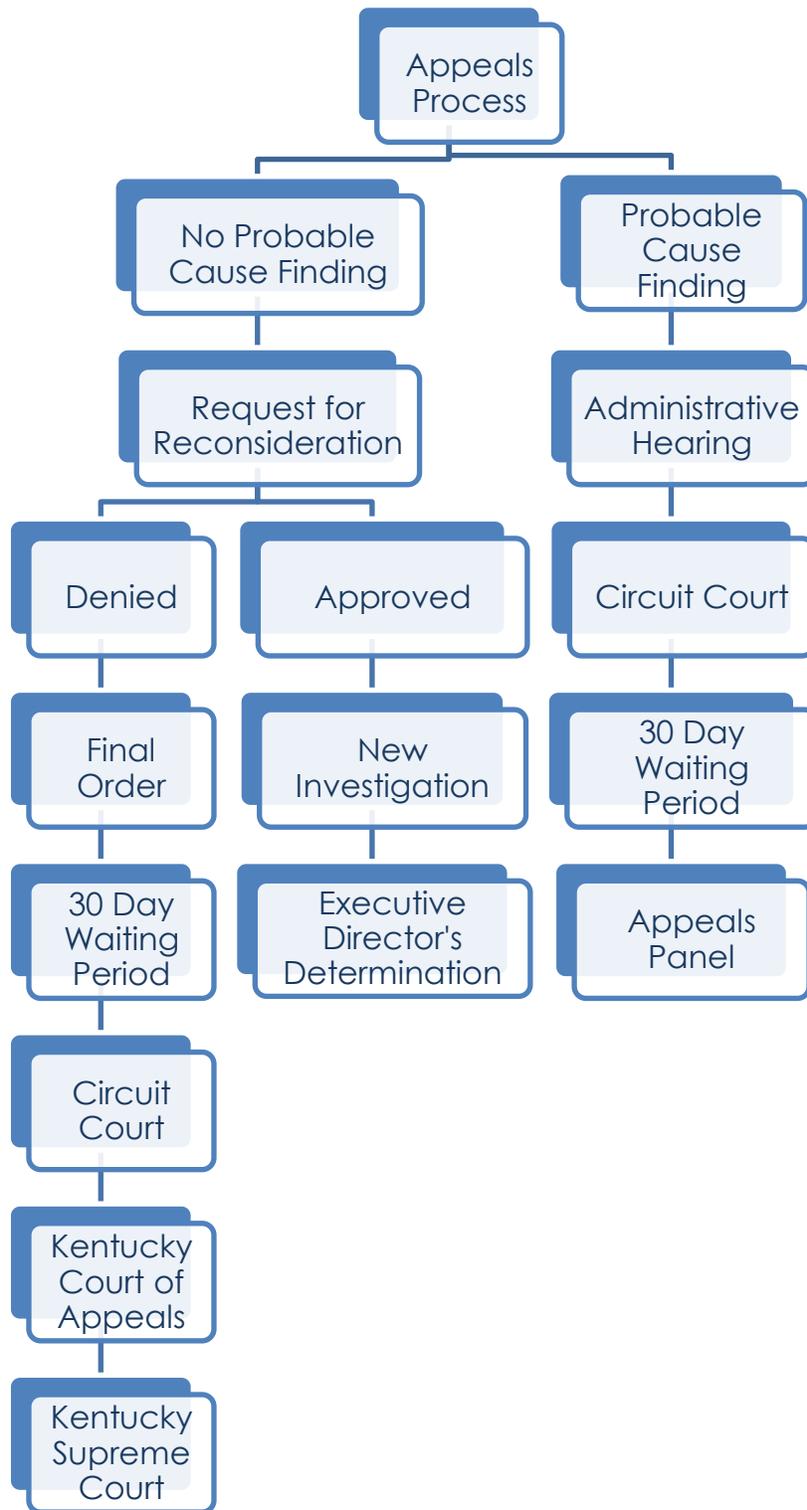
The Executive Director is responsible for determining whether or not the acts substantiate a finding of "probable cause" or "no probable cause." After review of each case, the Executive Director will determine the disposition of the case. When the Executive Director makes a finding of "no probable cause," the complaint is dismissed. The parties may ask for reconsideration after an adverse order. When the Executive Director makes or does not make a finding of "probable cause," the Commission will conciliate the complaint. If conciliation efforts fail, the matter is set for a public hearing or a court action and is referred to the Jefferson County Attorney's Office.

At a public hearing, a Hearing Officer sits as an impartial individual to hear the case. The Hearing Officer makes a decision based upon the weight of the evidence. The Hearing Officer's decision is binding, but may be appealed to the Appeals Committee of the Commission. The appeal, if desired, is followed by Circuit Court review.

# COMPLAINT PROCESS DIAGRAM

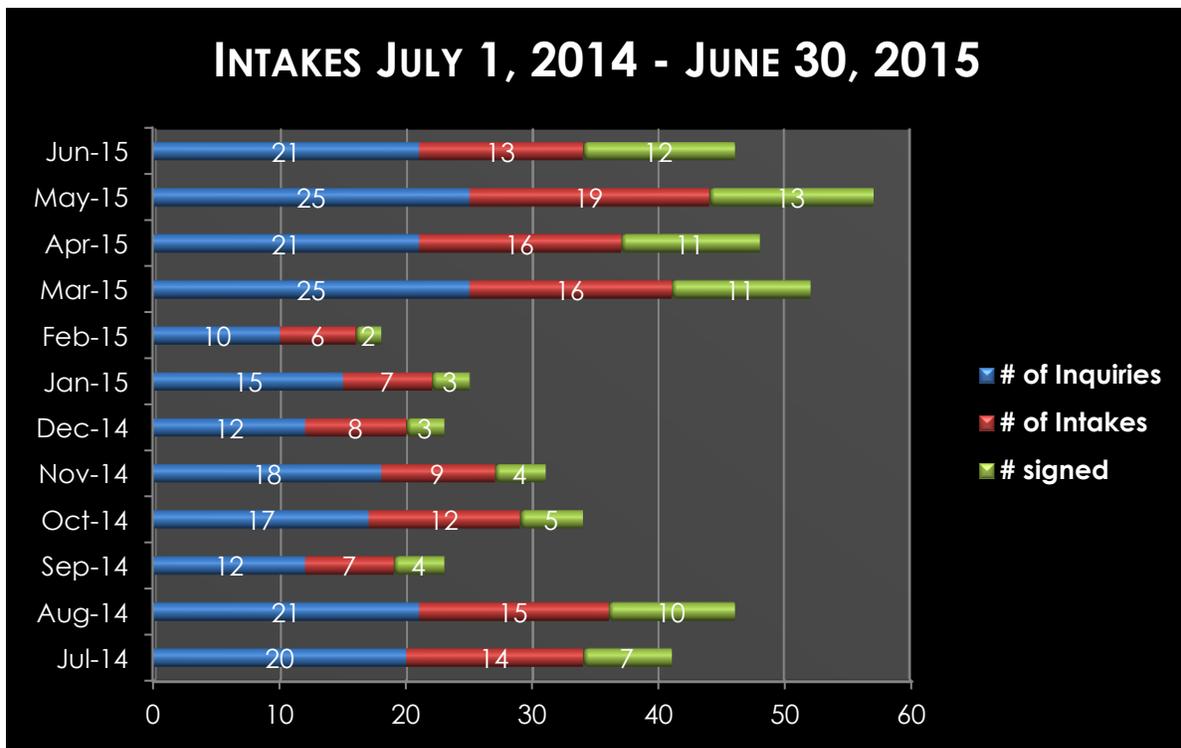
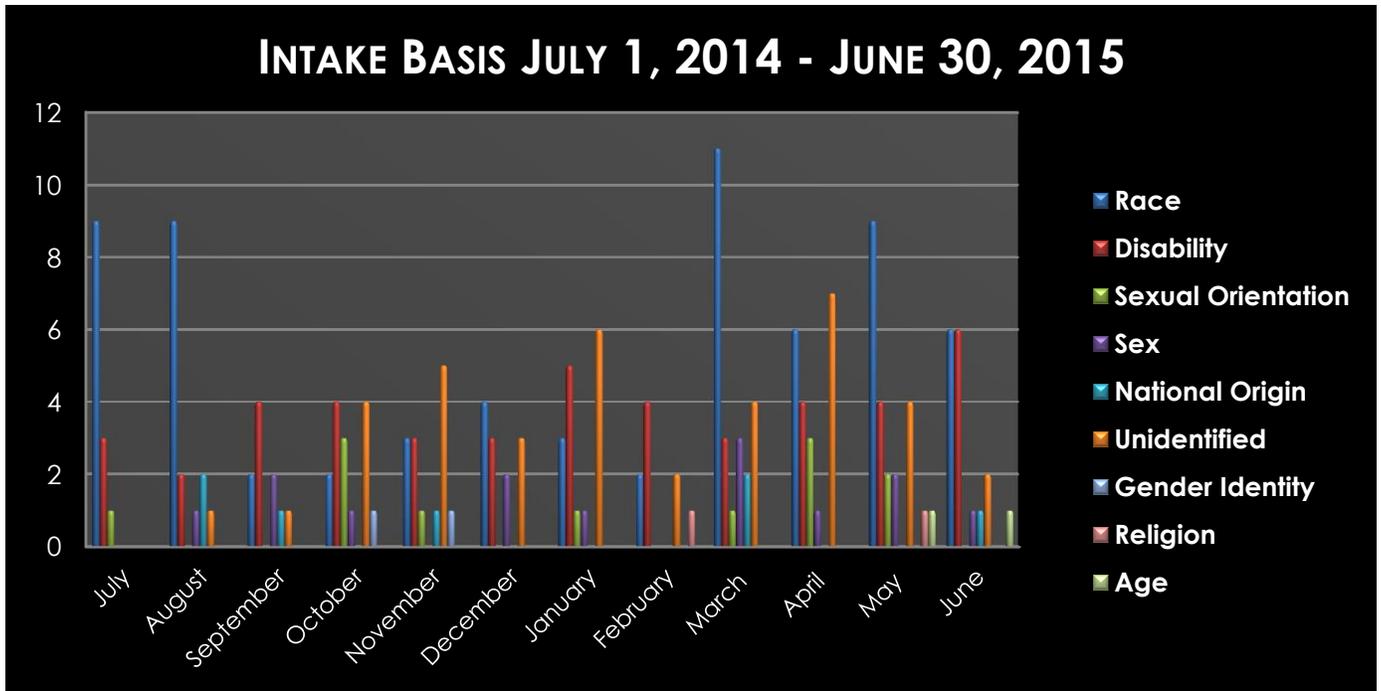


# APPEALS PROCESS DIAGRAM

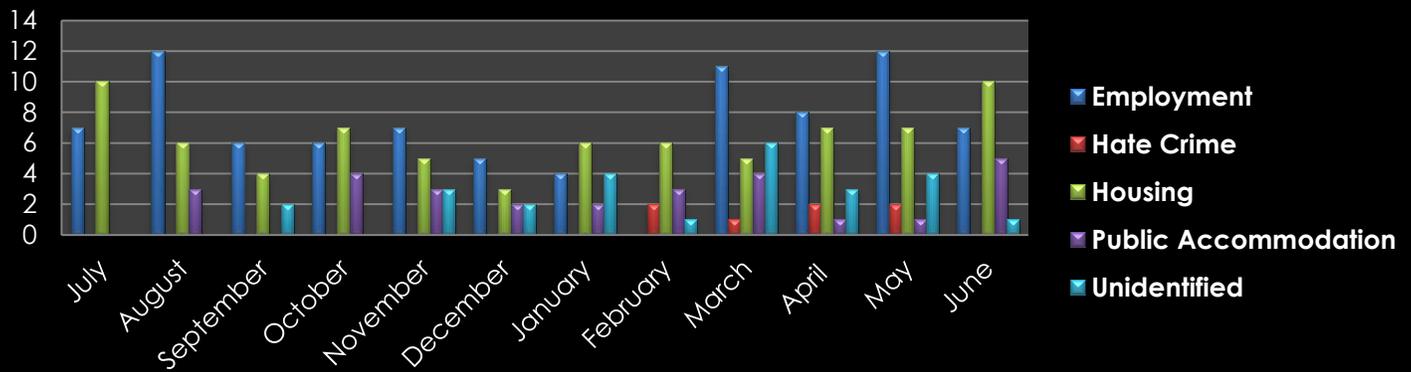


# INTAKE INQUIRIES

This chart contains the number of inquiries by month that was received from July 1, 2013, through June 30, 2015.



## INTAKE TYPE FISCAL YEAR 2015 (JULY1, 2014 - JUNE30, 2015)



### PROTECTED CLASSES

#### HOUSING:

Race  
 Color  
 Religion  
 National Origin  
 Familial Status  
 Disability  
 Sex  
 Gender Identity  
 Sexual Orientation

#### EMPLOYMENT:

Race  
 Color  
 Religion  
 National Origin  
 Age  
 Disability  
 Sexual Orientation  
 Sex  
 Gender Identity  
 Genetic Information

#### PUBLIC ACCOMMODATION:

Race  
 Color  
 Religion  
 National Origin  
 Disability  
 Gender Identity  
 Sexual Orientation

#### HATE CRIMES:

Race  
 Color  
 Religion  
 National Origin  
 Disability  
 Gender Identity  
 Sexual Orientation

# CONCILIATIONS: JULY 1, 2014 THROUGH JUNE 30, 2015

## EMPLOYMENT

### **Arletta Thomas vs. JCIM Interiors Manufacturing**

**Basis:** Sex

**Action:** Harassment

**Conciliation:** Parties reached an undisclosed settlement

### **Louisville Metro Human Relations Commission-Enforcement Board vs. Tin Roof Acquisition Company, LLC**

**Basis:** Sex

**Action:** Discriminatory advertising

**Conciliation:** Refrain from using discriminatory advertising and train its employees on anti-discrimination laws

## HOUSING

### **Louisville Metro Human Relations Commission-Enforcement Board v. Margaret Fey**

**Basis:** Disability

**Action:** Discriminatory advertising

**Conciliation:** Agree to review/update policies, provide an equal housing opportunity statement and/or symbol in all dwelling print advertisements

### **Louisville Metro Human Relations Commission-Enforcement Board v. Foremost Realtors**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Refrain from using discriminatory advertising in the future, undergo Fair Housing training from Fair Housing Solutions and display the Fair Housing logo on all future advertisements

### **Louisville Metro Human Relations Commission-Enforcement Board v. Gregory Stanfield**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Agree not to use the phrase "single person or couple" in advertising in the future

### **Louisville Metro Human Relations Commission-Enforcement Board v. Paul F. Ray & Ray Co. Rentals LLC**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Agree to review and update policies, agree not to use the phrase "single person or couple" in advertising, provide equal housing opportunity statement and/or symbol in printed advertising

**Sharon Pumphrey v. Louisville Metro Housing Authority & Park DuValle IV Limited Partnership & Park DuValle GP, LLC & The Community Builders, Inc. & Winterwood, Inc.**

**Basis:** Disability

**Action:** Failure to make a reasonable accommodation for a disability in rental; failure to permit a reasonable modification in rental

**Conciliation:** Agree to provide a ground floor two-bedroom unit, will be charged the rate of a one-bedroom unit, will assist in moving to new unit, attend Fair Housing training

**Marion Dickerson v. Plaza De Oro, Inc.**

**Basis:** Disability

**Action:** Failure to make a reasonable accommodation for a disability in rental/sales

**Conciliation:** Board of Directors will undergo training; The Association will update its policies and condominium documentation particularly with regard to companion animals

**Daniel Cobble v. Lafayette Communities**

**Basis:** Race

**Action:** Non-renewal of Lease

**Conciliation:** Renew lease, handle maintenance request based on the nature of the emergency

**Louisville Metro Human Relations Commission-Enforcement Board v. Lindsay Cordes**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Refrain from using discriminatory advertising, undergo Fair Housing training with Greater Louisville Association of Realtors and display the Fair Housing logo on any and all future advertisements

**Louisville Metro Human Relations Commission-Enforcement Board v. Annetta Thrasher & Phillip Thrasher**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Cease discriminatory advertisements; display Fair Housing notices and attend training

**Louisville Metro Human Relations Commission-Enforcement Board v. M.P. Contractors, LLC**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Cease publishing discriminatory dwelling advertisements based on familial status; provide equal housing opportunity statement/symbol in all print advertisements, minor children permitted to occupy a subject dwelling consistent with Fair Housing laws and occupancy standards

**Louisville Metro Human Relations Commission-Enforcement Board v. Cutsinger Properties, LLC**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Refrain from using discriminatory advertising in the future, undergo Fair Housing training, and display Fair Housing logo

**Louisville Metro Human Relations Commission-Enforcement Board v. Dunaway Engineering, Inc. & Westport Woods, LLC**

**Basis:** Disability

**Action:** Discriminate in design and construction

**Conciliation:** Install a sidewalk and ramp/and or ramps

**Louisville Metro Human Relations Commission-Enforcement Board v. M & N Properties, LLC**

**Basis:** Disability

**Action:** Discriminate in design and construction

**Conciliation:** Install handicap accessible ramps

**Louisville Metro Human Relations Commission-Enforcement Board v. Sabak, Wilson & Lingo, Inc. & Villages at Idlewild, LLC**

**Basis:** Disability

**Action:** Discriminate in design and construction

**Conciliation:** Conform to design and construction requirements for persons with disabilities

**Louisville Metro Human Relations Commission-Enforcement Board v. Susan M. Bentley**

**Basis:** Familial Status

**Action:** Discriminatory advertising

**Conciliation:** Cease advertising rental dwellings as "one person or couple at most" and provide equal housing opportunity statement and/or symbol in print advertisements

**PUBLIC ACCOMMODATION**

**Aretha Duncan vs. Family Dollar**

**Basis:** Race

**Action:** Denial of service

**Conciliation:** \$30.00 gift card

**Timothy Fuqua vs. Wendy's**

**Basis:** Race

**Action:** Denial of services

**Conciliation:** \$100.00

**LaDonna Gray vs. Wal-Mart Stores East, LP**

**Basis:** Race

**Action:** Denial of services

**Conciliation:** Parties settled; amount undisclosed

**HATE CRIME**

N/A

# COMPLAINTS FILED AND CLOSED

July 1, 2014 - June 30, 2015					
<b>Complaints Filed</b>					
	<b>Employment</b>	<b>Public Accommodations</b>	<b>Housing</b>	<b>Hate</b>	<b>Total</b>
<b>Race</b>	63	5	10	1	79
<b>Sex</b>	40		4		44
<b>Disability</b>	15	3	20	1	39
<b>National Origin</b>	4	1	2		7
<b>Sexual Orientation</b>	7				7
<b>Gender Identity</b>					0
<b>Color</b>					0
<b>Religion</b>	3	1	1		5
<b>Age</b>	13				13
<b>Familial Status</b>			16		16
<b>Retaliation</b>	23		1		24
<b>TOTAL</b>	<b>168</b>	<b>10</b>	<b>54</b>	<b>2</b>	<b>234</b>

<b>Complaints Closed</b>					
	<b>Employment</b>	<b>Public Accommodation</b>	<b>Housing</b>	<b>Hate Crimes</b>	<b>Total</b>
<b>Race</b>	33	9	8		50
<b>Sex</b>	24	1	2		27
<b>Disability</b>	15	4	17		36
<b>National Origin</b>	4	4	1		9
<b>Sexual Orientation</b>	3				3
<b>Gender Identity</b>					0
<b>Color</b>					0
<b>Religion</b>	3				3
<b>Age</b>	8				8
<b>Familial Status</b>			12		12
<b>Retaliation</b>	8		1		9
<b>TOTAL</b>	<b>98</b>	<b>18</b>	<b>41</b>	<b>0</b>	<b>157</b>

	<b>Employment</b>	<b>Public Accommodation</b>	<b>Housing</b>	<b>Hate Crimes</b>	<b>Total</b>
<b>No Probable Cause</b>	68	8	18		94
<b>Probable Cause</b>	3		5		8
<b>Settlements</b>	3	3	14		20
<b>Administrative</b>	4	2	4		10
<b>Judicial Dismissals</b>					0
<b>Withdrawals</b>	6	3			9
<b>Hearings</b>					0
<b>Litigation</b>					0
<b>TOTAL</b>	<b>84</b>	<b>16</b>	<b>41</b>	<b>0</b>	<b>141</b>

\*\* Some complaints allege more than one basis of discrimination. Therefore, the total number of complaints filed does not equal the total number of bases for complaints filed.

# BUSINESS CERTIFICATION AND PREQUALIFICATIONS

The City of Louisville and Jefferson County Fiscal Court enacted City Ordinance No. 68, Series 1978 and County Ordinance No. 16, Series 1998 (updated 2004) in order to support and encourage affirmative action in employment of all minorities. The Enforcement unit of the Commission conducts the day-to-day administration of these Ordinances.

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## CERTIFICATION PROCESS

If a business is a sole proprietorship, corporation, joint venture, or any other business entity that is fifty-one percent (51%) owned and controlled by a minority (or group of minorities), by a woman (or group of women), or a person with a disability (or group of people with disabilities), the business can be certified by the Commission as a Minority Owned, Woman Owned, or Handicapped Owned Business Enterprise (MFHBE).

### **Online Contract Compliance and Certification System**

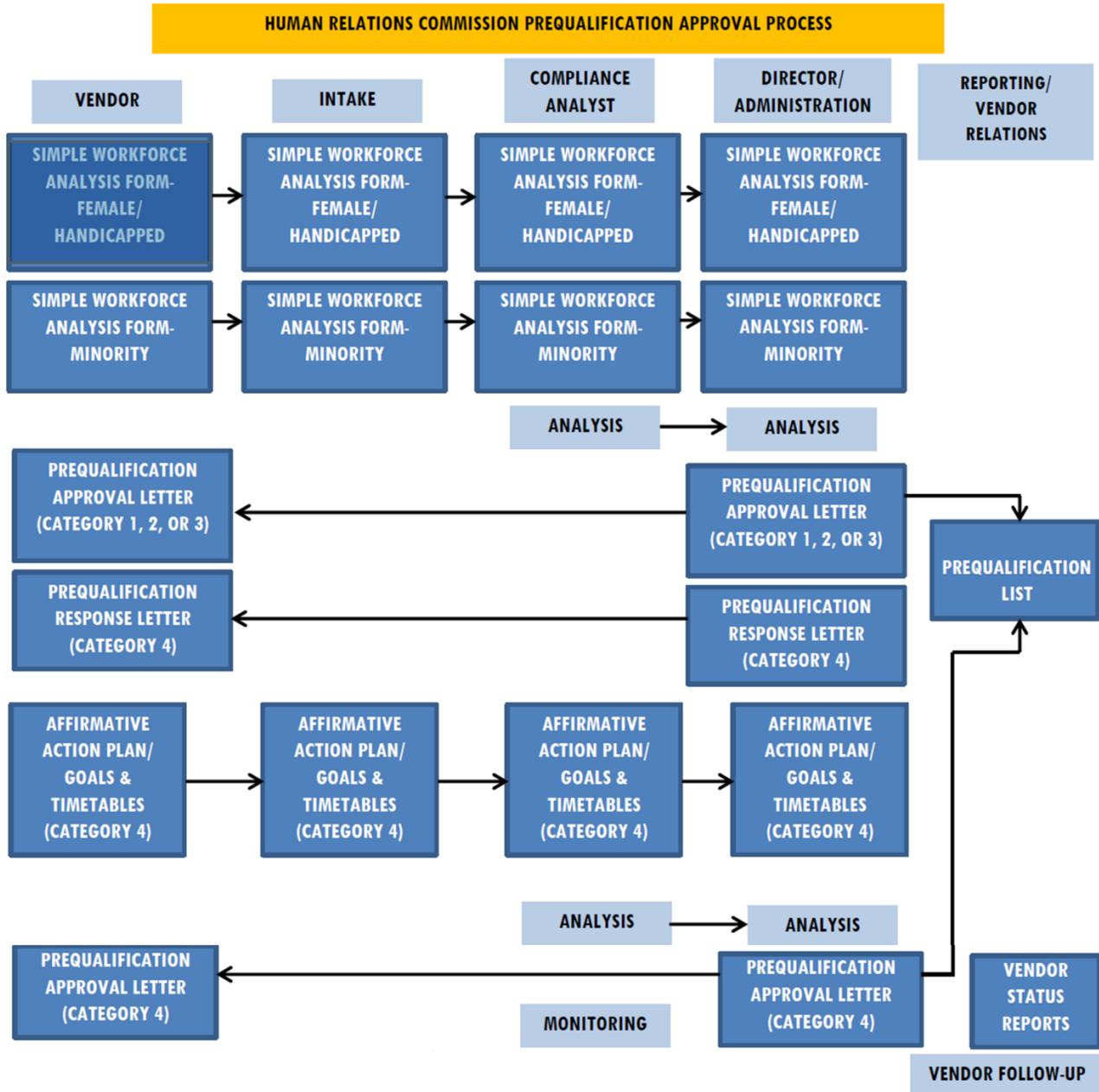
In June 2013, our paperless system was implemented. This web-based software system is accessible to all Louisville Metro departments, vendors, prime contractors and the general public. After creating an account in the new system, you can:

- Register as a vendor with Louisville Metro Government
- Prequalify your company to do business with Louisville Metro Government
- Certify your minority owned, female owned or handicapped owned company
- Receive free advertisement
- View and Schedule upcoming online training classes and events
- Create your Company Profile
- Add additional company users and profiles
- Receive and send email through the system
- Receive updates, notifications, alerts, etc., regarding your account
- You are able to log into your account 24 hours a day and customer service is available for assistance.

For more information on accessing this system, go to <https://louisvilleky.diversitycompliance.com/>

# PREQUALIFICATION PROCESS

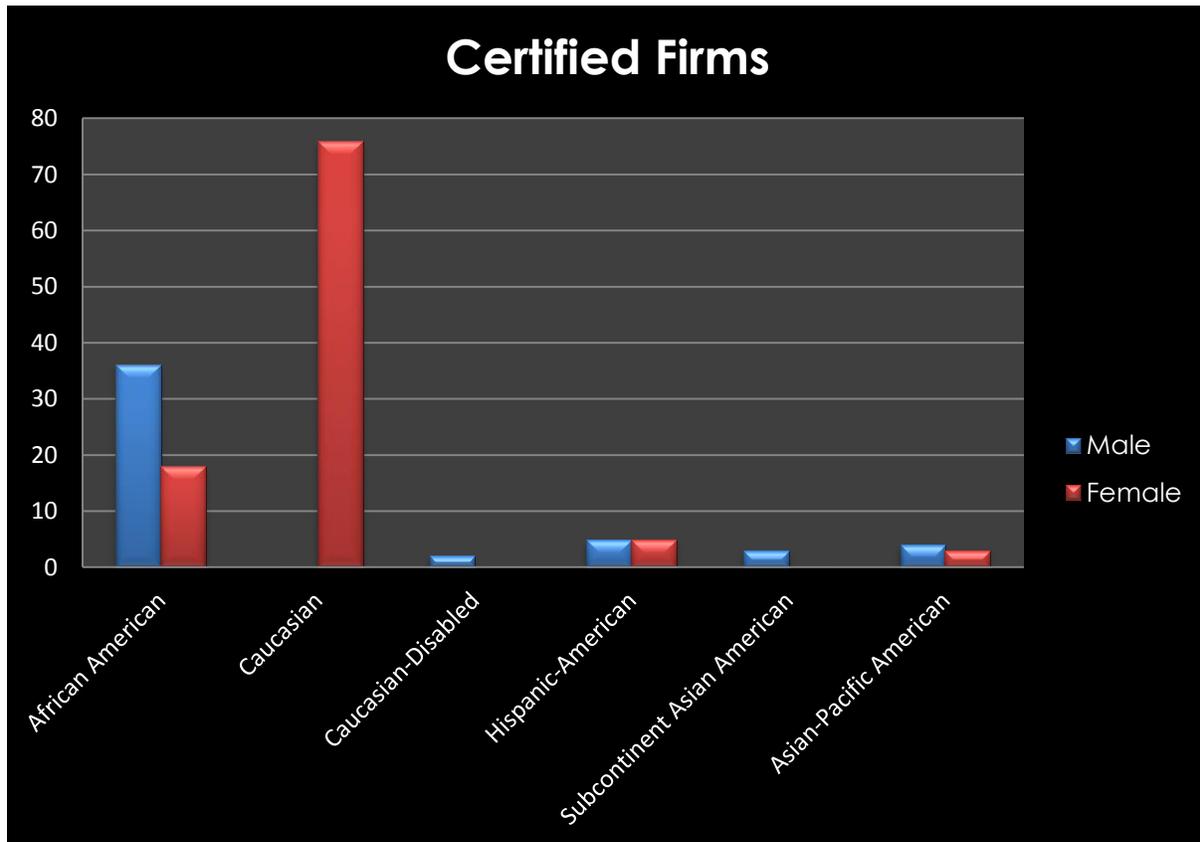
Metro Government requires all contractors and vendors doing business with Metro Government to employ on an equal opportunity basis. In order to ensure that minorities and females are afforded equal opportunities, contractors and vendors must be prequalified before conducting business by providing a written affirmative action plan that sets reasonable goals where underutilization is determined to exist.



# FISCAL YEAR END STANDINGS

## LMG HRC CERTIFIED FIRMS ETHNICITY & GENDER SUMMARY

Ethnicity	Male	Female
African-American	36	18
Asian-Pacific American	4	3
Caucasian	0	76
Caucasian-Disabled	2	0
Hispanic American	5	5
Sub-continent Asian American	3	0



# EDUCATION & OUTREACH

In keeping with our mission, the Commission continues to be engaged in our community by attending and hosting community events and focusing on a united community.

## MONTHLY EVENTS:

KY Alliance-Stand Up Sunday  
Youth Chat with Police  
Metro Disability Coalition Meetings

## EVENTS BY MONTH:

### JULY 2014

Parkhill Event\*  
ADA Celebration  
West Louisville Appreciation

### AUGUST 2014

KY State Fair  
HRC/Fairness/ACLU Event  
WorldFest  
Magazine St. SDA Church Community Event

### SEPTEMBER 2014

Police Outreach  
Community Forum  
Zones of Hope

### OCTOBER 2014

Talk with Mayor Fischer  
KY Alliance  
KY Hispanic, Immigration & Refugee Summit  
Police Outreach\*  
EEOC Diversity Training  
Zones of Hope

### NOVEMBER 2014

Fair Housing Presentation  
Kentucky Alliance  
Gospel Missionary Church  
King Solomon Church- A. Houston/Police  
Police College  
Kentucky Alliance\*  
U of L (Ann/Carl Braden Exhibit)  
Zones of Hope (Scholar House)  
Zones of Hope (Baxter Community Center)

## **DECEMBER 2014**

Center for Accessible Living Fair Housing Presentation  
Certification Through LMG

## **JANUARY 2015**

Grand Jury Process  
One Love Louisville Meeting Roll-Out  
Youth at Work-Shawnee High School  
Zones of Hope  
Chat with Police  
Martin L. King Jr. Event  
Judicial Fairness

## **FEBRUARY 2015**

Mayor's Day of Dignity  
SW Women's Round Table  
Minority Business Round Table  
KY Fair Housing Task Force  
Black History Month Public Forum  
Saving Our Youth/UofL/Yearlings Club  
KY Alliance-Stand Up Sunday\*  
20-Year Housing Action Plan  
Zones of Hope-California Area  
Government Summit \*  
Zones of Hope-Newburg Library  
Youth at Work Presentation-Shawnee High School  
Chat with Police- Beechmont Community Center

## **MARCH 2015**

Police Body Cameras-The Pros and Cons  
Women's History Month Event  
Joint Utility Reception  
2015 KCHR Women Advocacy Hearing  
KY Alliance-Stand Up Sunday\*  
Listening Session-One Love Louisville  
Zones of Hope-Newburg CC  
March 22 Commemorative Celebration  
Youth Chat with Police  
Press Conference-Asia Ford  
Transformation Grant for Beecher Terrace  
Responsive Philanthropy in Black Communities  
Community Police Issues-Gospel Church

## **APRIL 2015**

Understanding the Grand Jury Process-A Second Look  
Stand Up Sunday\*  
Chat with Police-Newburg CC  
Fair Housing Today  
University of Louisville Series  
Gospel Missionary Church

## **MAY 2015**

What Would It Take: Help the JCPS Strategic Plan Vision 2020  
JCPS Magnet Review Update  
Press Conference-LMPD Body Cameras  
Metro Disability Coalition Membership Meeting  
Youth Chat with Police  
Metropolitan Housing Coalition 2015 Annual Meeting  
Black Family Day Resource Fair

## **JUNE 2015**

LMPD Body Cameras (5<sup>th</sup> District)  
Magazine Street SDA Church Festival  
KY Alliance Stand Up Sundays-Police Issues  
Zones of Hope  
Gospel Missionary Church  
Women in Business Expo 2015  
Dosker Manor Unity Day  
Stand Up Sunday-Police Issues  
Roundtable Discussion for Housing  
Youth Chat with Police  
Charleston S.C. Memorial Service  
KY Alliance-Stand Up Sunday  
David James Community Discussion  
Metro Disability Coalition  
KY Alliance-Citizens Review Bd.  
KCHR-LGBTQ Housing Conference

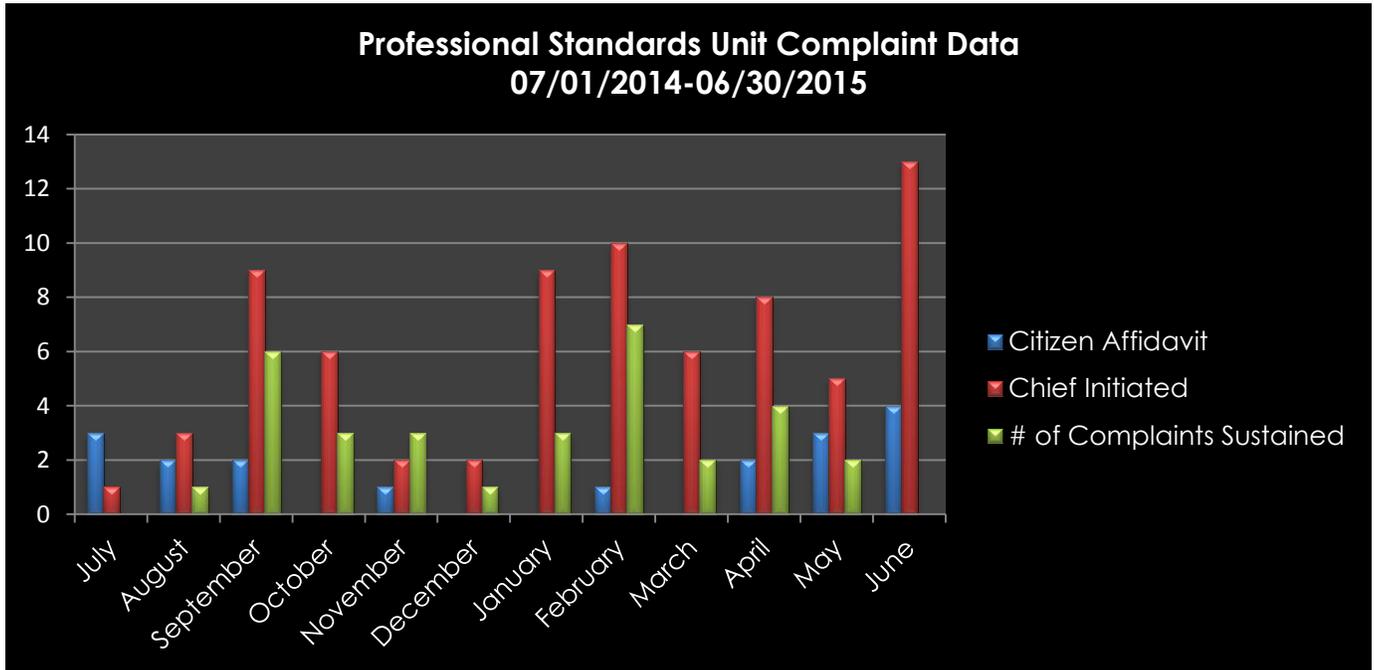
## **JULY 2015**

National Fair Housing Training (TX)  
Louisville Metro Government's Bidder Buyer Event  
Police Body Cameras in West District  
Youth Chat with Police  
KY Alliance-Stand Up Sunday  
ADA Anniversary Celebration  
KY Alliance-Mary Woolridge  
KY Alliance-Legal Issues  
Stand Up Sunday  
Fighting Housing Related Hate (Webinar)  
Town Hall Meeting- Kingdom Dream Ctr.  
Proposed Methane Plants-West Louisville

\*Events that were held more than once in that month

# PROFESSIONAL STANDARDS UNIT

Part of the Commission's role is to assist citizens who believe they have been mistreated by a police officer and are intimidated or overwhelmed with the process of going to the police department to file a complaint. Our agency provides support and assistance with the appeal process. Below is a chart of the number of complaints and appeals taken from July 1, 2014, through June 30, 2015, along with another chart that explains the complaint process.



\*Data generated from the Professional Standards Unit

## HOW TO FILE A COMPLAINT AGAINST A POLICE OFFICER





# **LOUISVILLE METRO HUMAN RELATIONS COMMISSION**

**410 WEST CHESTNUT STREET**

**SUITE 300A**

**LOUISVILLE, KENTUCKY 40202**

**502-574-3631**