



# HUMAN RELATIONS COMMISSION

## ANNUAL REPORT

JULY 2012-

JUNE 2013

51 years of promoting unity,  
understanding, and equal opportunity  
among all people of Louisville Metro and  
to eliminate all forms of bigotry, bias, and  
hatred from the community

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OFFICE OF THE MAYOR  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

January 20, 2014

Dear Friends:

Welcome to this report of the challenges, progress and accomplishments for 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, in every area of our city.

This is the type of work that the Commission has been doing for more than 50 years and our community has benefitted greatly from those decades of commitment and perseverance.

Formed near the start of the history-changing civil rights movement of the 1960s, the Commission has been a constant voice and a conscience for our community for more than five decades, creating a strong record of civil and human rights, justice and fairness for all.

However, many critical issues and challenges lie ahead in Louisville, around the nation and throughout our increasingly complex and connected global society.

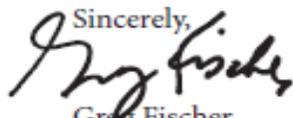
As your mayor, my goal is to give all citizens a voice and a shared stake in making our city the best city in America for all citizens -- regardless of the color of your skin, where you were born, or the circumstances you find yourself in at this moment.

We want a Louisville where all citizens can find good jobs, with fair pay 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 all citizens are healthier, 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, stranger reaches out to stranger -- 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



HUMAN RELATIONS COMMISSION  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

CAROLYN MILLER-COOPER  
EXECUTIVE DIRECTOR

Dear Citizens of Louisville Metro:

The Louisville Metro Human Relations Commission has a rich history of over fifty years in working hard to guarantee that all citizens enjoy equal rights in obtaining employment, housing and using public accommodations, as well as equal business opportunities, the right to be free from police harassment and protection from civil hate crimes. In addition to those daily activities, the Commission attends and stages educational and outreach activities throughout the year, including annual conferences and workshops, sensitivity trainings, community events and recognition of important historical events in the area of civil rights.

2013 marked the 50<sup>th</sup> anniversary of the passage of a local ordinance by the Louisville Board of Aldermen making it illegal for places of public accommodations to discriminate on the basis of race. The Human Relations Commission, then only one year old, was charged with the responsibility and honor of enforcing that ordinance. On May 15, 2013, we celebrated, with the rest of the Louisville Community, the passage of that ordinance and the process of recognizing the civil rights of all citizens. Later, other groups, who have suffered discrimination, were included under the purview of the ordinance. Most recently, sexual orientation and gender identity were included as protected classes for the purpose of protection of the ordinance.

The history of and the importance of the mission of the Human Relations Commission fills us with pride, but also makes us realize that while we have come far, we still have far to go to meet that mission of promoting equal opportunity, diversity and encouraging positive race relations in Louisville. Let us continue to seek ways to ensure that all Louisvillians are treated fairly and equally in their daily lives.

Sincerely,



Carolyn Miller-Cooper  
Executive Director

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

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# Human Relations Commission Staff

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*Carolyn Miller-Cooper – Executive Director*

*Martha Lawfer – Human Relations Supervisor*

*Nicolas Valenzuela – Compliance Officer*

*Linda Holland – Compliance Officer*

*Tony Seay – Compliance Analyst*

*Bobbi Selmon – Compliance Analyst*

*Pamela Horne – Public Education Coordinator*

*Diniah Calhoun – Executive Assistant*

*Rotonia Sanford – Human Relations Secretary*

*Sandra Bumphus – Intake Officer and Administrative Clerk*

*Dawn Buffington – Intake Officer and Administrative Assistant*

*Kouanvi Ohin – Part-time Clerk*

## Human Relations Commission Boards

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### Advocacy Board

The goal of this ten 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:**

*Sherman Bush*

*Aukram Burton*

*Reginald Glass, Chair*

*Ira Grupper*

*Miguel Mireles*

*Dr. Prafula Sheth*

*Heather Williams*

*Dawn Wilson*

### Enforcement Board

This board consists of seven members who are appointed by the Mayor with the approval of Metro Council. This board assists in the enforcement of anti-discrimination laws.

**Members:**

*Melissa Allen*

*Judge Kevin Delahanty*

*Marie Dever*

*Charles Lanier Sr.*

*Oneita Phillips*

*Dr. Thomas Sabetta*

*Dr. Ibrahim Syed*

# 50th Anniversary of the Enactment of the Public Accommodations Ordinance

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The Public Accommodations Ordinance, Number 66, Series 1963, was passed on May 14, 1963, by a vote of eight in favor, two opposed, one abstention and one absent. It was signed into law by Mayor William O. Cowger on May 15, 1963. The ordinance ended segregation in public accommodations on the basis of race in the city of Louisville. Later, other protected classes would be added to the purview of the ordinance. This ordinance resulted from demonstrations throughout the country and locally through sit-ins, mostly staged by Louisville youth, protesting the refusal of service to African Americans by restaurants, hotels and other businesses in the community.

On Monday, May 13, 2013, the Louisville branch of the NAACP, the Louisville Defender Newspaper, the Louisville Metro Human Relations Commission, Mayor Fischer's office and Radio Station WLOU sponsored a city wide celebration of the 50<sup>th</sup> anniversary of the passage of the ordinance that ended segregation in public accommodations in Louisville at the Brown Theatre at 315 West Broadway. The location was selected for the event due to it being a place where segregation was enforced fifty years before. Its use symbolized what the ordinance had accomplished.

The celebration was a joyous occasion in remembrance of an important event in the history of this community which made it a better place for all citizens. Speakers included and recognized those who had been instrumental in bringing about the passage of the ordinance. Many of the participants had been high school students fifty years ago and through sit-ins had brought the community's attention and recognition that the ordinance was necessary. The keynote speaker was Barbara Arnwine, the President and CEO of the Lawyers Committee for Civil Rights Under Law. Her fiery speech encouraged attendees to continue the fight for equal rights.

The following day, Louisville reinforced its dedication to promoting the values of the Public Accommodations Ordinance by unveiling a permanent marker on 4<sup>th</sup> and Guthrie Streets, in downtown Louisville.



*On May 14, 2013, Louisville commemorated its 50<sup>th</sup> year anniversary of the civil rights sit-in demonstrations leading to passage of the Public Accommodations Ordinance by installing a marker at the 4<sup>th</sup> and Guthrie Streets location.*

# Complaints: Filing and Process

Citizens of Louisville Metro may file complaints with the Human Relations Commission if they believe that they have suffered discrimination in employment, housing, and places of public accommodation or discriminatory Interferences with another person or property. The Commission has contracts with two federal agencies: the Equal Employment Opportunity Commission and the Department of Housing and Urban Development. 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 on the Respondent. The Respondent usually makes a formal reply which becomes a part of the record.

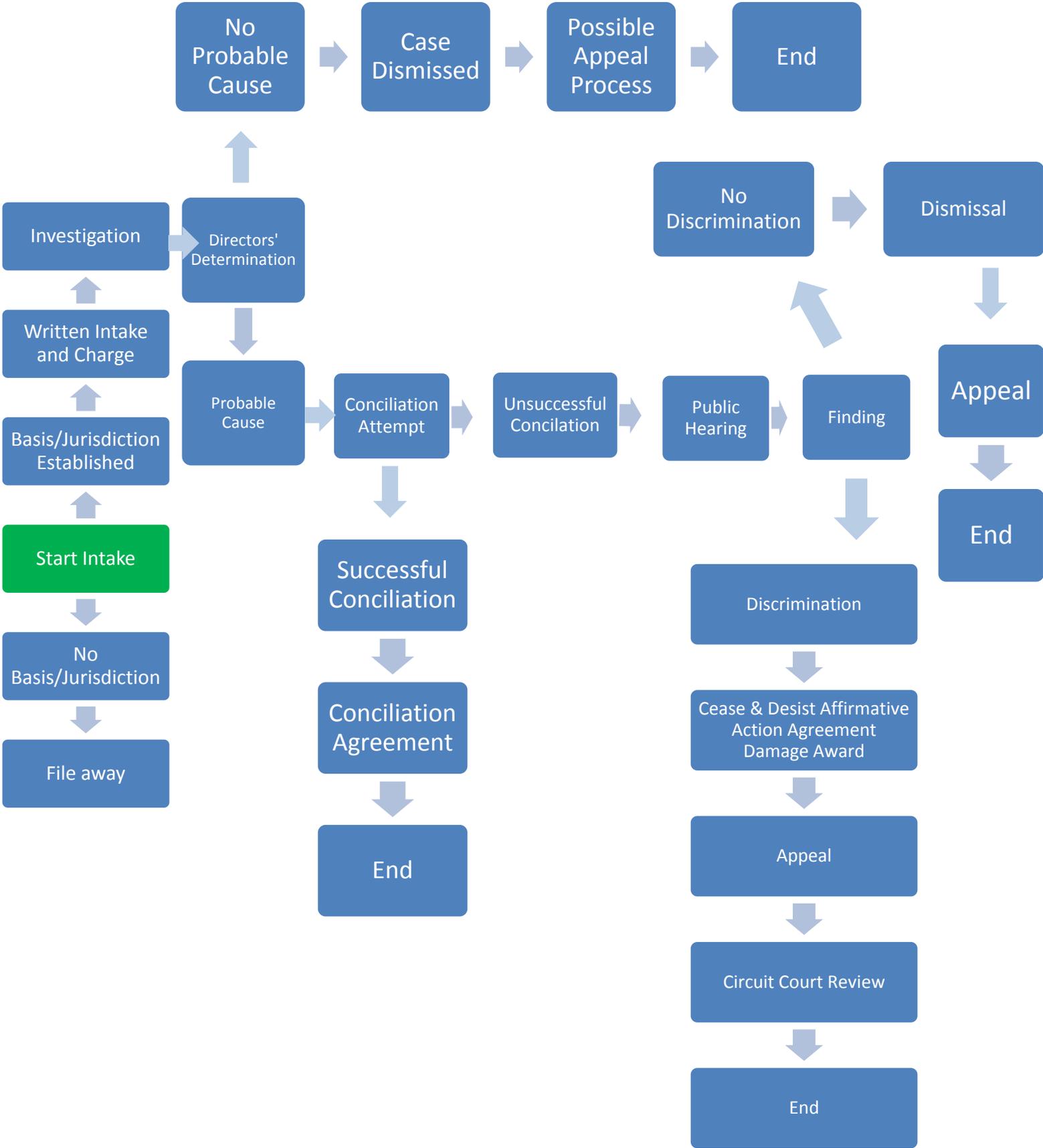
The investigator will request necessary documentation and interviews to evaluate the merits of the Complainant's

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 Complainant may ask for reconsideration after the order of dismissal. Where the Executive Director makes a finding of "probable cause, the Commission attempts to conciliate the complaint. If conciliation efforts fail, the matter is set for a public hearing or a court action and is referred to the County Attorney's Office.

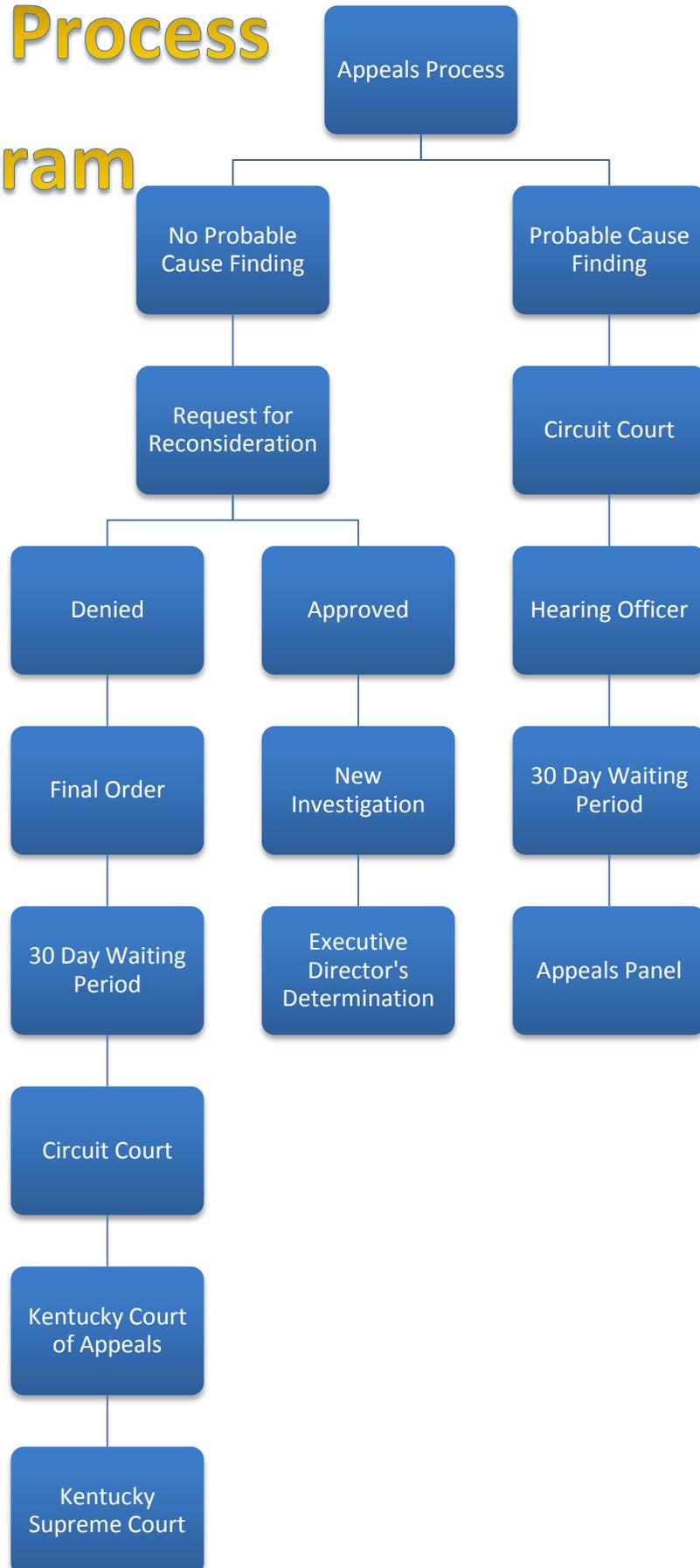
At a public hearing, a Hearing Officer sits as an impartial individual to hear the case. The Hearing Officer makes a decision based upon the weight of the evidence. The Hearing Officer's decision is binding, but may be appealed to the Appeal Committee of the Commission, followed by Circuit Court review.

# Complaint Process Diagram



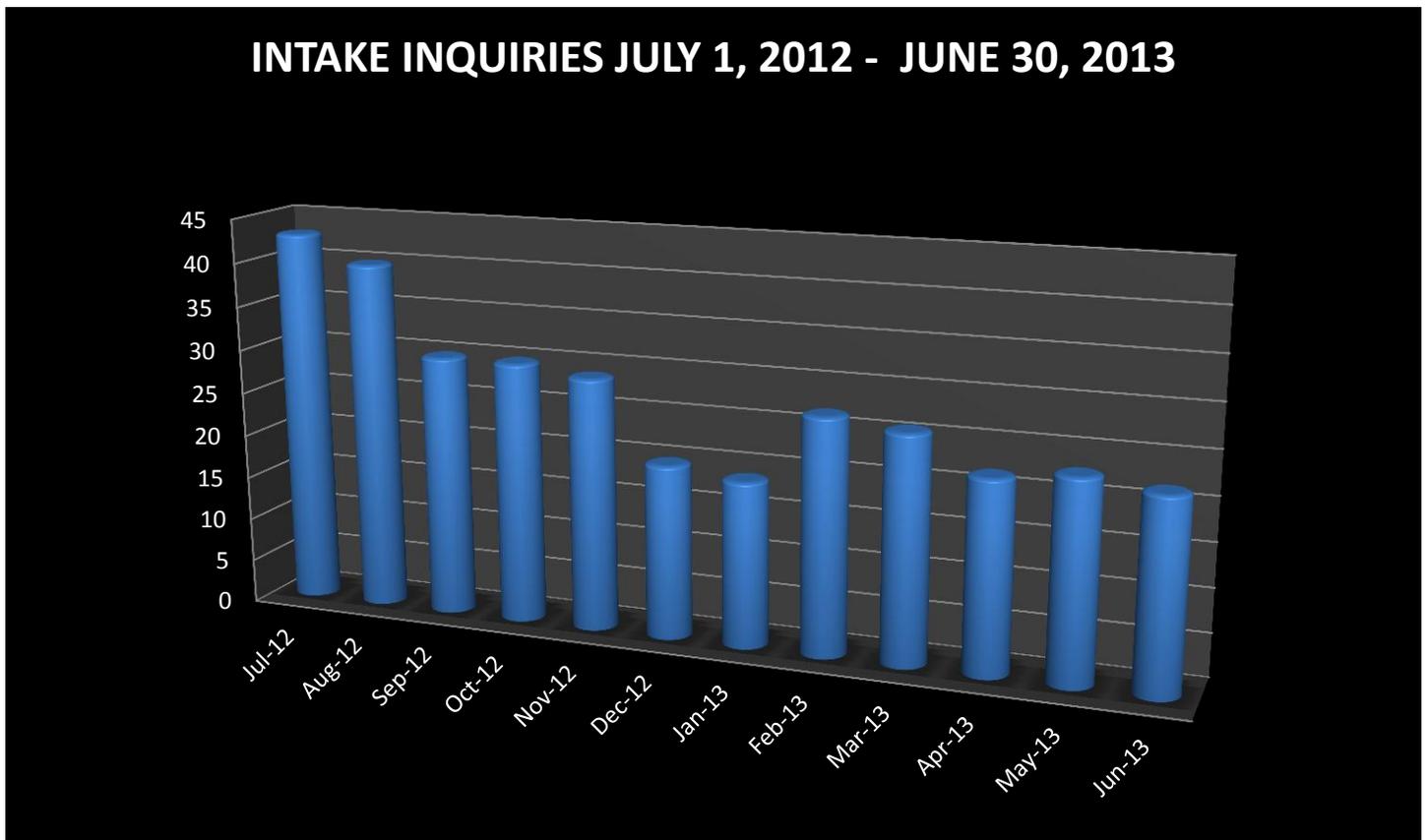
# Appeals Process

## Diagram



# Intake Inquiries

This chart contains the number of inquiries by month that was received from July 1, 2012 to June 30, 2013.



Jul- 12	43	Jan- 13	19
Aug- 12	40	Feb- 13	27
Sep- 12	30	Mar- 13	26
Oct- 12	30	Apr- 13	22
Nov- 12	29	May- 13	23
Dec- 12	20	Jun- 13	22

# Conciliations: July 1, 2012 - June 30, 2013

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## *Employment*

Betty Fuqua-Carter vs. Levy Premium Food Service Ltd. Partnership \$12,500.00  
(Sex/Retaliation/Harassment) (Termination)

Jeffrey Taylor vs. Reinhart Food Service \$8,000.00 (Race) (Termination)

Bradley Parker vs. Sonic Drive-In \$1,960.00 (Sexual Orientation) (Termination)

Randall Poteet vs. Charter Communications \$17.94 hourly rate promotion (Age) (Discrimination)

Samantha Bartley vs. Timothy McDaniel Covers, Inc. \$8,000.00 (Sex) (Terms & Conditions)

Jill Thompson vs. Dakkota Integrated Systems, LLC \$575.65 and remove written warning from  
personnel file (Race/Retaliation/Sex/Age/Disability) (Terms & Conditions)

Donna Conway vs. Hosparus, Inc. \$13,888.00 (Age) (Termination)

Howard Smith vs. J. Alexander's \$10,000.00 (Age) (Termination)

Courtney Conklin vs. Papa Johns, Inc. \$6,000.00 (Sex) (Termination)

Ira Ryan vs. Riav Ventures, LLC dba Great Clips \$800.00 (Race/Sexual Orientation/ Sex) (Termination)

Reggie Roberson vs. AAK USA, K1, LLC dba Golden Brands \$1,000.00 (Race) (Terms & Conditions,  
Suspension)

Gary Dennis vs. AAK USA, K1, LLC dba Golden Brands \$1,000.00 (Race) (Terms & Conditions,  
Suspension)

Ebony Dennis vs. Sam Swope Auto Group, LLC Private Settlement (Race) (Promotion)

Agreed Order Private Settlement (Race/Harassment) (Termination)

Private Settlement (Disability) (Denied Reasonable Accommodation)

Private Settlement (Sex/Harassment) (Intimidation)

Private Settlement (Retaliation) (failure to Promote)

## *Public Accommodation*

Confidential Conciliation (Sexual Orientation) (Denial of Privileges)

## *Housing*

Daniel Cobble vs. Lafayette G. Owen Withdrawal with Resolution (Race/National Origin) (Terms, Conditions, or Privileges of rental (eviction))

Naiza Guzman vs. Spalding Homes, LLC & Susan Spalding & Wathen Spalding \$845.00 (Sex/National Origin) (Ignored requests for repairs)

Lesley Sands vs. Fifth Towers, LLC, South \$650.00 (Race) (Provision of services in connection with rental; terms and conditions, or privileges of rental)

Ingrid Burgess vs. The Paddock at Eastpoint Withdrawal with Resolution (disability) (Terms and conditions of rental property)

Linda Allgood vs. Fireside Cedar Park LLC & PMR Companies, LLC Withdrawal with Resolution (Disability) (Failure to make a reasonable accommodation for a disability)

Abbas Jasim vs. Fountain Square Apartments LLC & Martin L. Adams & Sons Conciliation Agreement \$1,000.00 and waive all balances (Religion/National Origin) (Terms, conditions, or privileges of rental)

Jessica Delap vs. Robert Adelberg, Four Dogs, LLC, Robert Adelberg Insurance Agency, Inc., and The Nancy Realty Company Conciliation Agreement Fair Housing Training (Familial Status) (Housing Advertisement)

Michelle Brock vs. Southland Mobile Home Park, Inc. Withdrawal with Resolution (Disability) (Terms, conditions, or privileges of rental (non-renewal))

Keandra Fitzgerald vs. Brenda McCoy and Clark Management Co. Mutual Settlement agreement by parties (Disability/Familial Status) (Refuse to rent or sell; eviction)

Edward "Ned" S. Godfrey vs. Hillebrand House, LLP Respondent agreed to provide verbal and written notices (Disability) (Harassment, intimidation, or coercion; failure to make reasonable accommodation for a disability in rental; terms and conditions, or privileges of rental)

Russell Wickliffe vs. Larry Davis returned the deposit in the amount of \$200.00 (Race) (Discriminate in the conditions or terms of sale, rental occupancy, or in services or facilities)

Alvin Puckett, Jr. vs. LaSalle Place Co-Owners Association, Inc. Conciliation Agreement Respondent agreed to provide Complainant with an assigned, designated, handicap parking space (Disability) (Harassment)

## *Hate Crimes*

Christy Frazier vs. Brian Wadkins Conciliation Agreement \$1,000.00(Race)

## Complaints Filed

	<b>Employment</b>	<b>Public Accommodations</b>	<b>Housing</b>	<b>Hate</b>	<b>Total</b>
Race	42	5	17	2	66
Sex	43	1	5	2	51
Disability	13	2	23	3	41
National Origin	8	1	5		14
Sexual Orientation	14	1		2	17
Gender Identity					0
Color					0
Religion	3	1	2		6
Age	5				5
Familial Status			5		5
Retaliation	20		1	1	22
<b>TOTAL</b>	<b>148</b>	<b>11</b>	<b>58</b>	<b>10</b>	<b>227</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.

## Complaints Closed

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
Race	91	8	25	2	126
Sex	59		8	2	69
Disability	32	2	27		61
National Origin	12	1	8		21
Sexual Orientation	21	3	6	2	32
Gender Identity	1		1		2
Color	2				2
Religion	3		2		5
Age	24				24
Familial Status			9		9
Retaliation	38		1		39
<b>TOTAL</b>	<b><u>283</u></b>	<b><u>14</u></b>	<b><u>87</u></b>	<b><u>6</u></b>	<b><u>390</u></b>

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
No Probable Cause	146	7	47	5	205
Other***	16	3	8	1	28
Administrative	13	1	9		23
Judicial Dismissals					0
Withdrawals	26				26
Hearings					0
Litigation					0
<b>TOTAL</b>	<b><u>201</u></b>	<b><u>11</u></b>	<b><u>64</u></b>	<b><u>6</u></b>	<b><u>282</u></b>

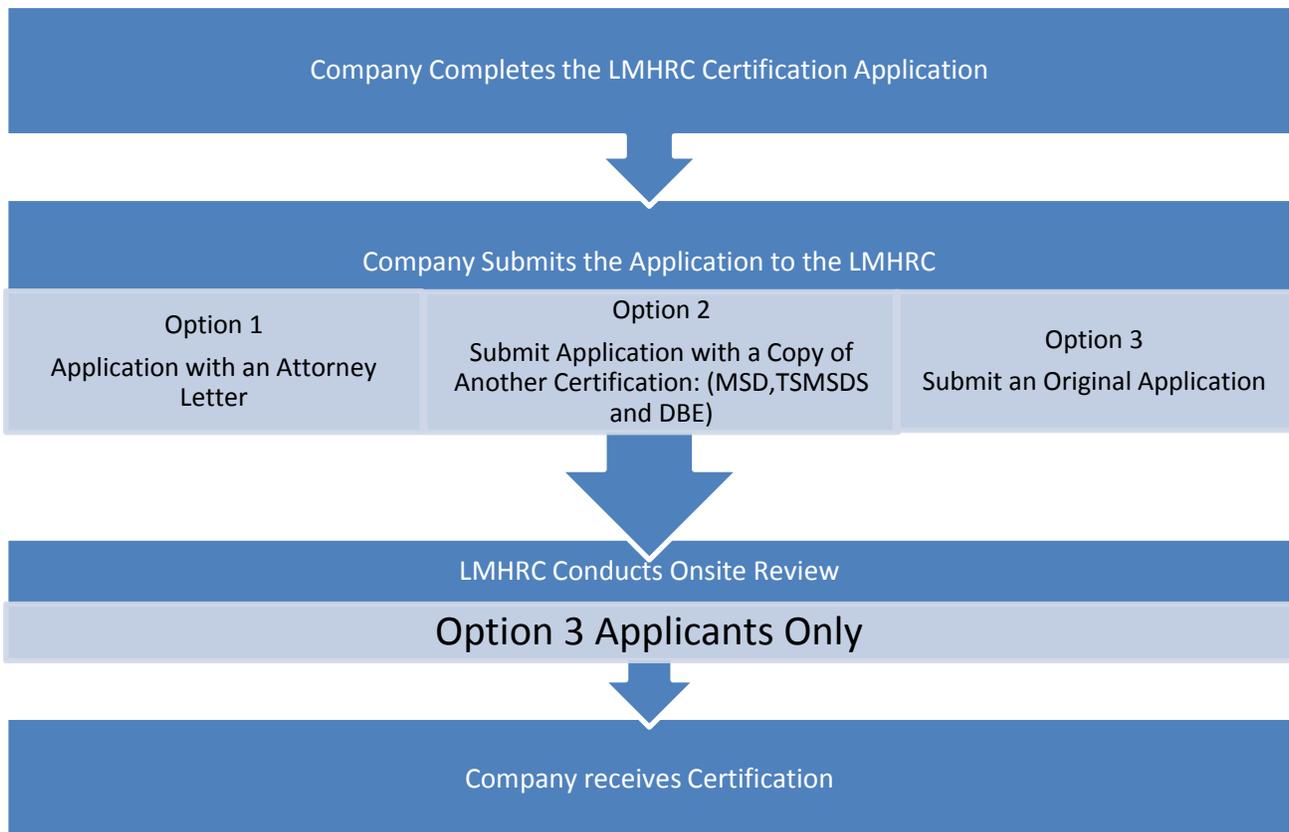
\*\*\*Includes: Probable Cause determinations, settlements, and other dispositions not establishing cause.

# Business Certification and Prequalification

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.

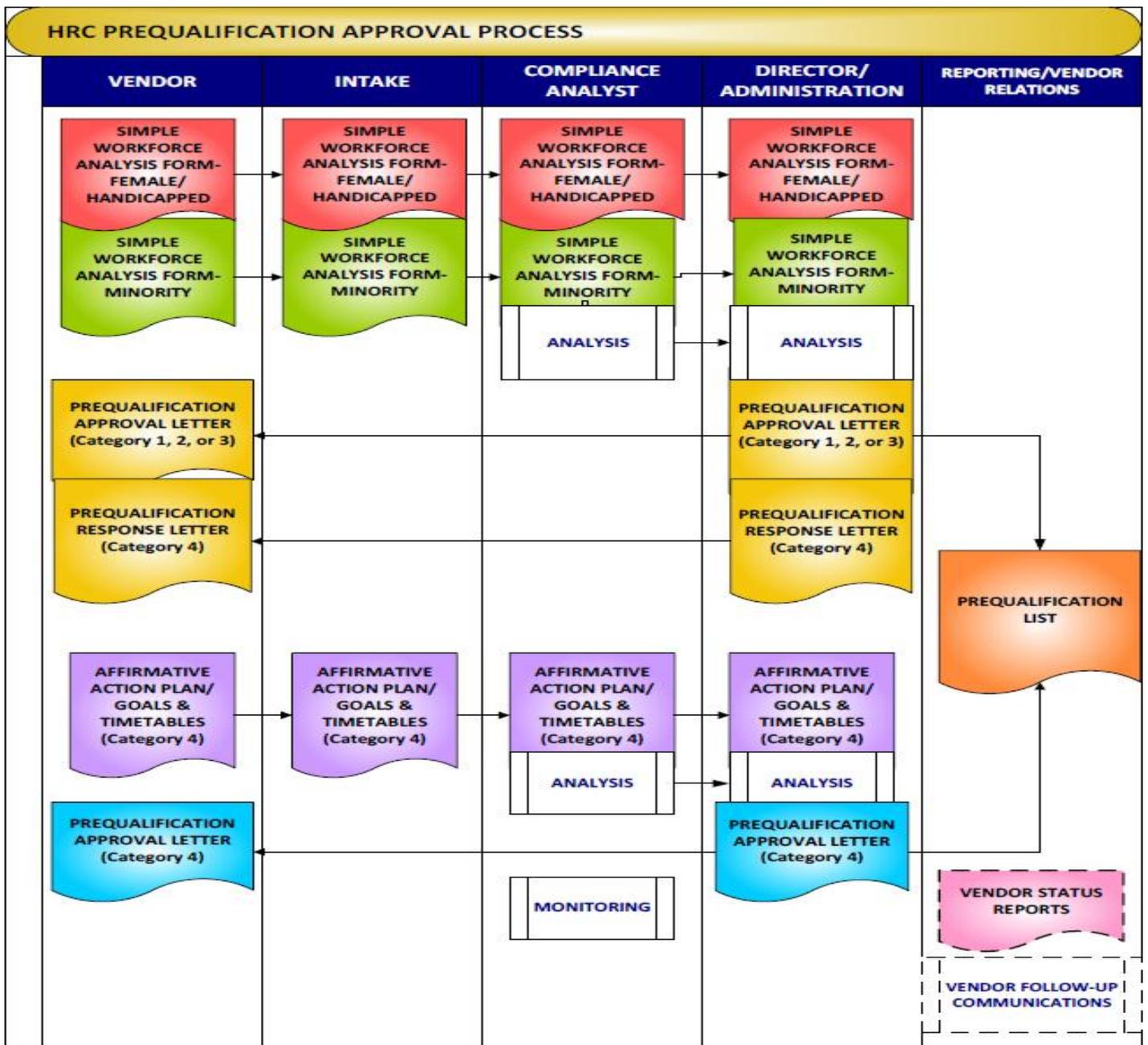
## Certification Process

If a business is a sole proprietorship, partnership, 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 HRC as a Minority Owned, Woman Owned, or Handicapped Owned Business Enterprise (MFHBE).

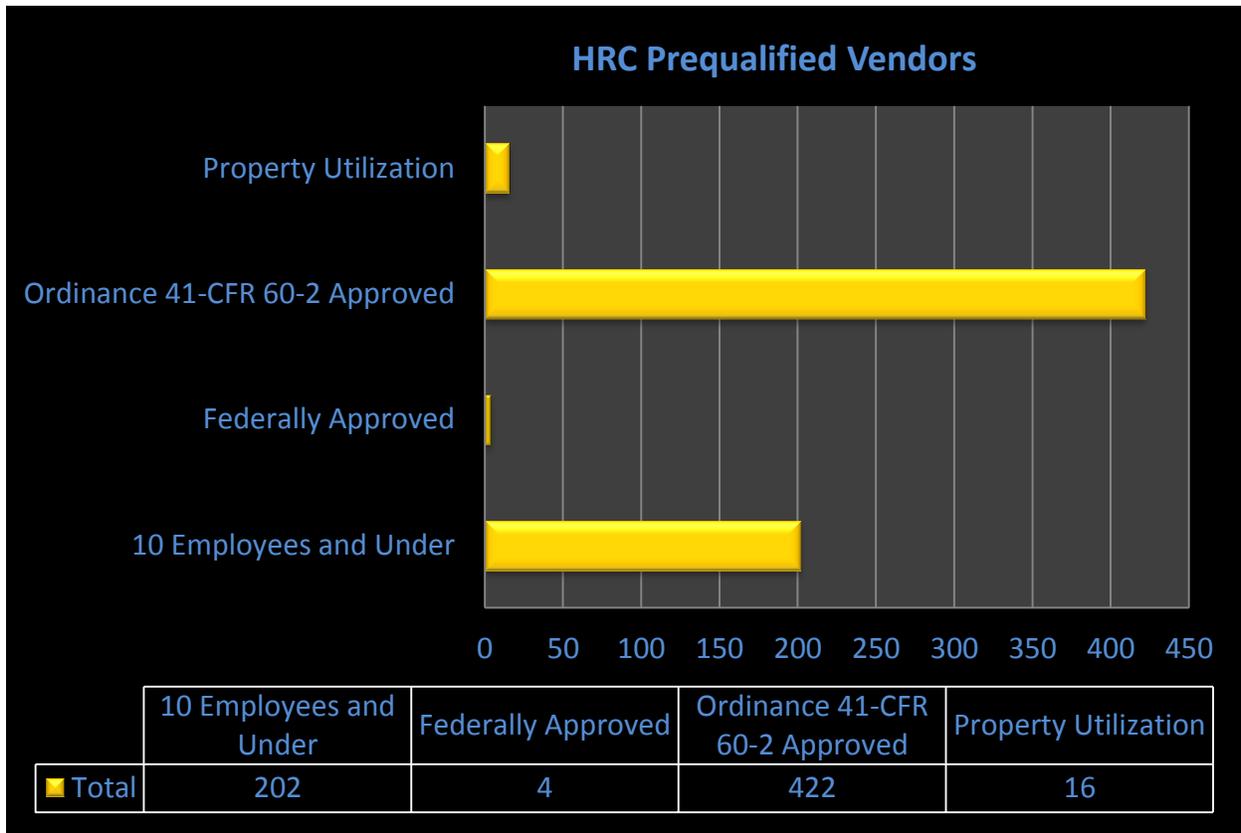
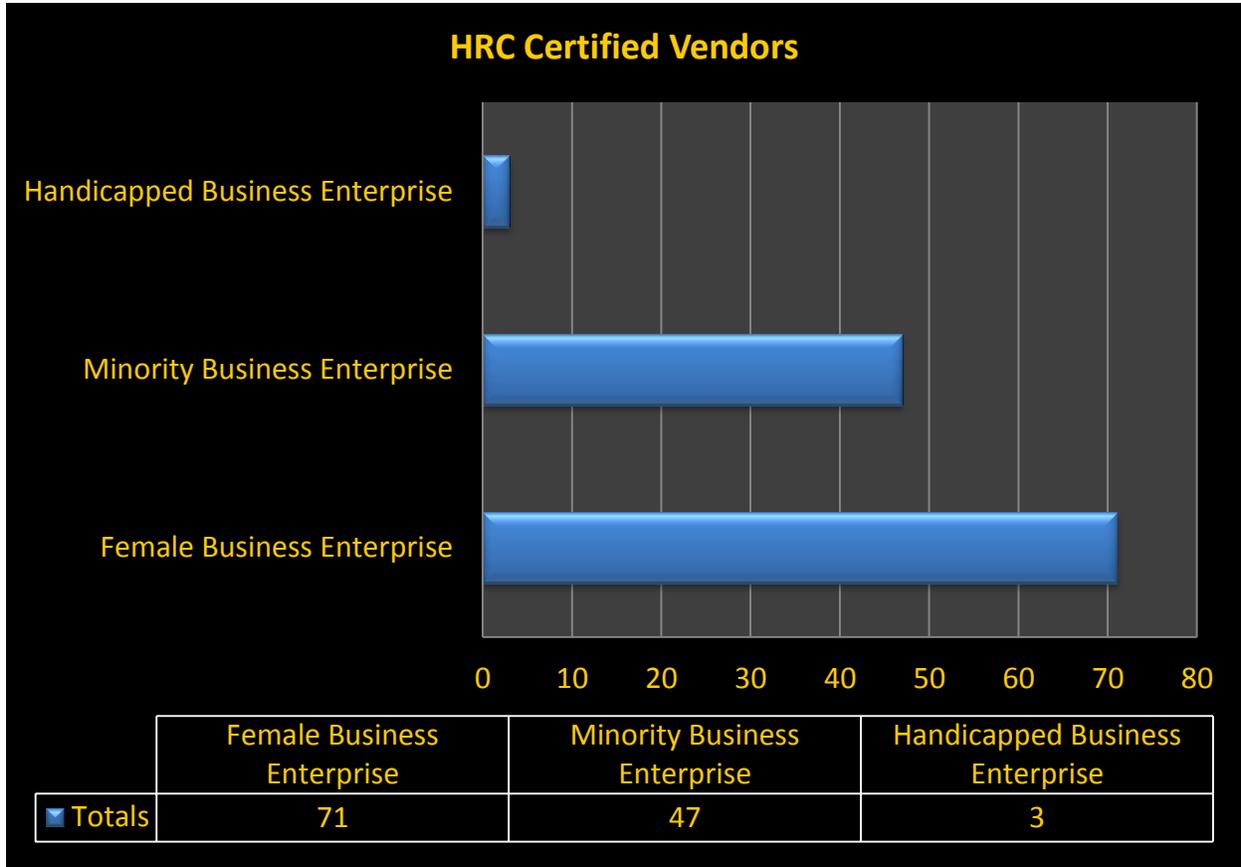


# Prequalification Process

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 pre-qualified before conducting business by providing a written affirmative action plan that sets reasonable goals where underutilization is determined to exist.



# Fiscal Year End Standings



\*March 2013, the Commission implemented the CCCS System

# Education and Outreach

The Human Relations Commission seeks to engage the community through our education and outreach programs. Each year, the Commissioners and the staff attend events, serve on boards, run trainings, and attend workshops. Our largest education and outreach event every year is our annual conference.

This year, in January 2013, we hosted the Unity in the Community Outreach Event, *Putting the Pieces Together* at Jefferson Community and Technical College. Keynote speakers were Mayor Greg Fischer and playwright, writer and college professor Betty Baye. Community Seminars were divided into tracts dealing with employment, housing, immigration, community violence and education.

Below are some of the other programs we are involved in throughout the year:

- Fair Housing Presentation for the Greater Louisville Council of the Blind
- HUD-FHAP Region IV Conference
- Women in Transition Tenant Town Hall
- Dosker Manor Resident Corporation Spring Fling
- Conserving Home ownership Fair
- Hispanic Latino Health Fair
- Worldfest
- Metro Disability Coalition Breaking Barriers Spotlight Awards Ceremony
- Internship programs and service projects with University of Louisville, Brown Mackie, and Northern Kentucky University

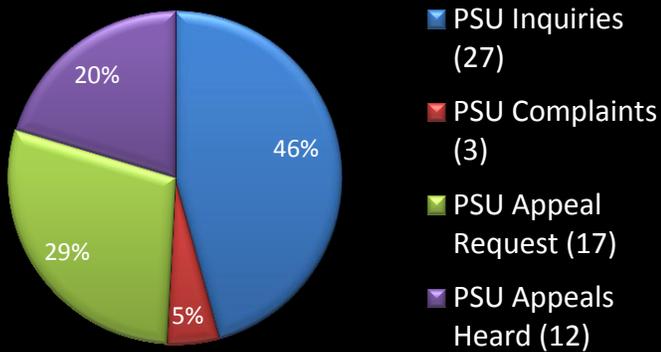
And the Committees we serve on:

- Metro Disability Board of Directors
- Metropolitan Housing Coalition Board
- Mayor's ADA Roundtable
- HUD-FHAP Region IV Conference Call
- Hispanic Latino Coalition Board

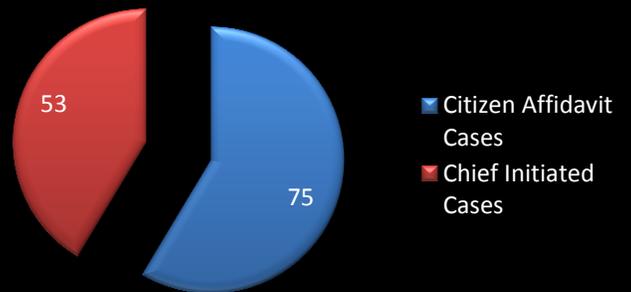
# Professional Standards Unit

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 this past year along with another chart that explains the complaint process.

## PSU Filed Complaints and Appeals



## Complaints Filed at Professional Standards Unit



## How to File a Complaint against a Police Officer





# HUMAN RELATIONS COMMISSION

**410 W. Chestnut Street  
Suite 300A  
Louisville, Kentucky 40202  
502-574-3631**

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_