



VERMONT

HUMAN RIGHTS COMMISSION

House Appropriations Presentation

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Executive Director
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Mission

The Commission promotes full civil and human rights in Vermont. The Commission protects people from unlawful discrimination in housing, state government employment and public accommodations and pursues its mission by enforcing laws, mediating disputes, educating the public and providing information and referrals.





Statutory Mandates

The Commission has four statutory responsibilities:

- Education and outreach
- Enforcement
- Conciliation
- Identification of the existence of practices of discrimination that detract from the full enjoyment of civil and human rights



Duties

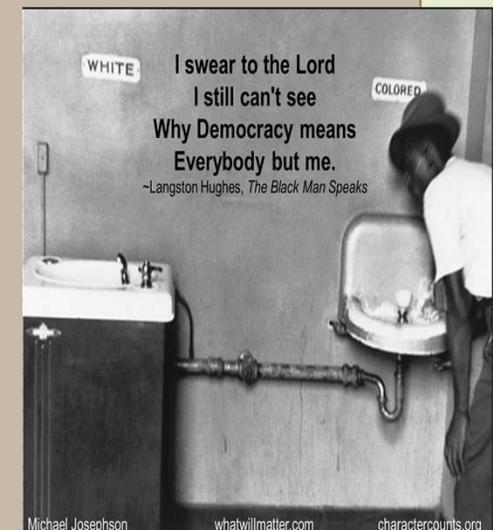
The Commission:

- Works to create public awareness of the importance of human and civil rights
- Examines and evaluates the effectiveness of Vermont's civil rights laws
- Recommends measures to protect those rights

Enforcement

The HRC has three investigators who conduct impartial investigations into allegations of discrimination in the areas of:

- **Housing**- rental and sales
- **Public Accommodations**- any establishment or facility that offers services, goods, facilities, privileges, advantages, or benefits to the public
- **State Government Employment**- (private employment issues go to the Attorney General)





Commissioners

- There are five (5) Commissioners appointed by the Governor and confirmed by the Senate.
- They are appointed for five (5) year terms which are staggered so that one Commissioner's term ends each year.
- Commissioners can be reappointed.
- At least one Commissioner must be a member of a "racial minority."



Current Commissioners

Mary Marzec-Gerrior, Chair- (Pittsford)
2008-2018

Donald Vickers- (Georgia) 2008- 2016

Mary Brodsky- (Essex) 2011- 2019

Nathan Besio- (Colchester) 2007- 2017

Dawn Ellis- (Burlington) 2015-2020

Results Based Accountability

Program- Conciliation

		Performance Measure Data				
Performance Measures Types (scroll and select):		FY 2014	FY 2015	FY 2016 Budget	FY 2016 BAA	FY 2017 Budget
(scroll down and select) 1. How much did we do? (a.k.a. quantity or output) (Good PM) 2. How well did we do it? (a.k.a. quality or efficiency) (Better PM) 3. Is anyone better off? (a.k.a. effectiveness or result/outcome) (Best PM)	25	79	77	80	80	85
(scroll down and select) 1. How much did we do? (a.k.a. quantity or output) (Good PM) 2. How well did we do it? (a.k.a. quality or efficiency) (Better PM) 3. Is anyone better off? (a.k.a. effectiveness or result/outcome) (Best PM)	26		50%	60%	60%	65%
(scroll down and select) 1. How much did we do? (a.k.a. quantity or output) (Good PM) 2. How well did we do it? (a.k.a. quality or efficiency) (Better PM) 3. Is anyone better off? (a.k.a. effectiveness or result/outcome) (Best PM)	27		\$171,893	\$200,000	\$200,000	\$220,000



Results Based Accountability

Program- Conciliation

NARRATIVE/COMMENTS/STORY: Describe the program. Who/what does it serve? Are there any data limitations or caveats? Explain trend or recent changes. Speak to new initiatives expected to have future impact.

The HRC accepts complaints that state a prima facie case of discrimination in the areas of housing, public accommodations and state government employment. The HRC serves both Vermonters and visitors to the state who are in protected categories (primarily race, color, national origin, religion, sex, sexual orientation, gender identity, disability, age)(the protected categories vary slightly across the three different areas). This data shows the total amount of money awarded to individual complainants. It does not reflect the equally important non-monetary and/or public interest relief obtained such as training for respondents, reasonable accommodations, policy changes, modifications for accessibility, restored employment benefits, promotions, changes in supervisors or shifts, attorneys fees, etc. The HRC is exploring whether to shift its programs to a restorative justice model that would seek to resolve complaints up front and more expeditiously with higher participant satisfaction. If pursued it would likely not be effective until FY18 or FY19.

Crosswalk

Fiscal Year 2017 Budget Development Form - Human Rights Commission

	General \$\$	Transp \$\$	Special \$\$	Interdept'l Transfer \$\$	All other \$\$	Total \$\$
Human Rights Commission: FY 2016 (As Passed)	450,152	0	0	0	66,720	516,872
Base salary change	(2,585)				4,812	2,227
Base benefit change	(350)				4,158	3,808
Change in Workers Comp - Ins Premium	1,935					1,935
Change in ADR Mediation	2,532					2,532
Change in Interpreters	1,858					1,858
Change in Liability Insurance	2,230					2,230
Change in Telecom and IT expenditures	(3,832)					(3,832)
Change in Photocopying	(709)					(709)
Change in Instate Conf, Meetings, Etc	2,978				649	3,627
Change in Travel related expenses					(572)	(572)
Change in Human Resources Services	(613)					(613)
Change in Office Supplies	(478)					(478)
Change in Hardware-Desktop & Laptop PCs	1,375					1,375
All other adjustments	1,139					1,139
Subtotal of increases/decreases	5,480	0	0	0	9,047	14,527
FY 2017 Budget Request	455,632	0	0	0	75,767	531,399



Gas Station Initiative FY15-16

The issue:

Gas stations are required by law to:

- ▶ Pump gas for any patron who has an accessible parking placard (if 2 or more employees on duty)
- ▶ Charge the self-service price
- ▶ Prominently display the international symbol of accessibility
- ▶ Ensure that pumps are not more than 54" from the surface of the vehicular way of renovations after 9/1/10



Public/Private Partnership

- Human Rights Commission
- U.S. Attorney's Office- Burlington
- Vermont Retail Grocer's Association
- Vermont Petroleum Association
- Dept. of Disabilities, Aging and Independent Living
- Agency of Natural Resources
- Agency of Agriculture
- Dept. of Motor Vehicles/ Agency of Transportation



What We Did

- ▶ Sent a letter signed by HRC, Agriculture & DMV to all gas stations and included an FAQ and information re: ordering ADA compliant stickers for pumps

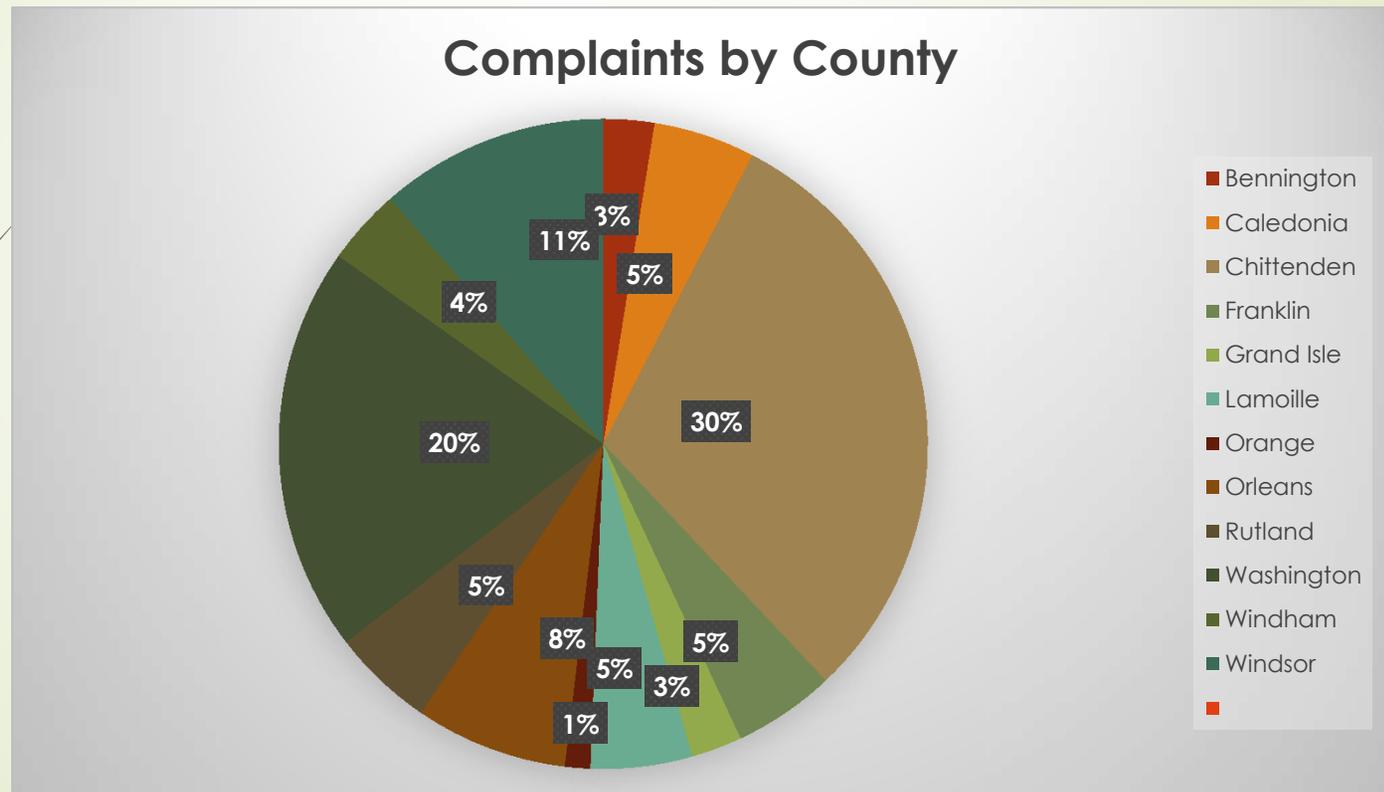
HRC drafted documents, DMV supplied envelopes for mailing and VTRGA and VPA paid the postage

- ▶ VRGRA/VPA Printed 2000 decals for pumps; US Attorney's Office approved the design as ADA compliant
- ▶ Added ADA compliance questions to the annual ANR tank certification
- ▶ Conducted a media outreach campaign- WCAX "On the 30", press releases, newsletters, etc.

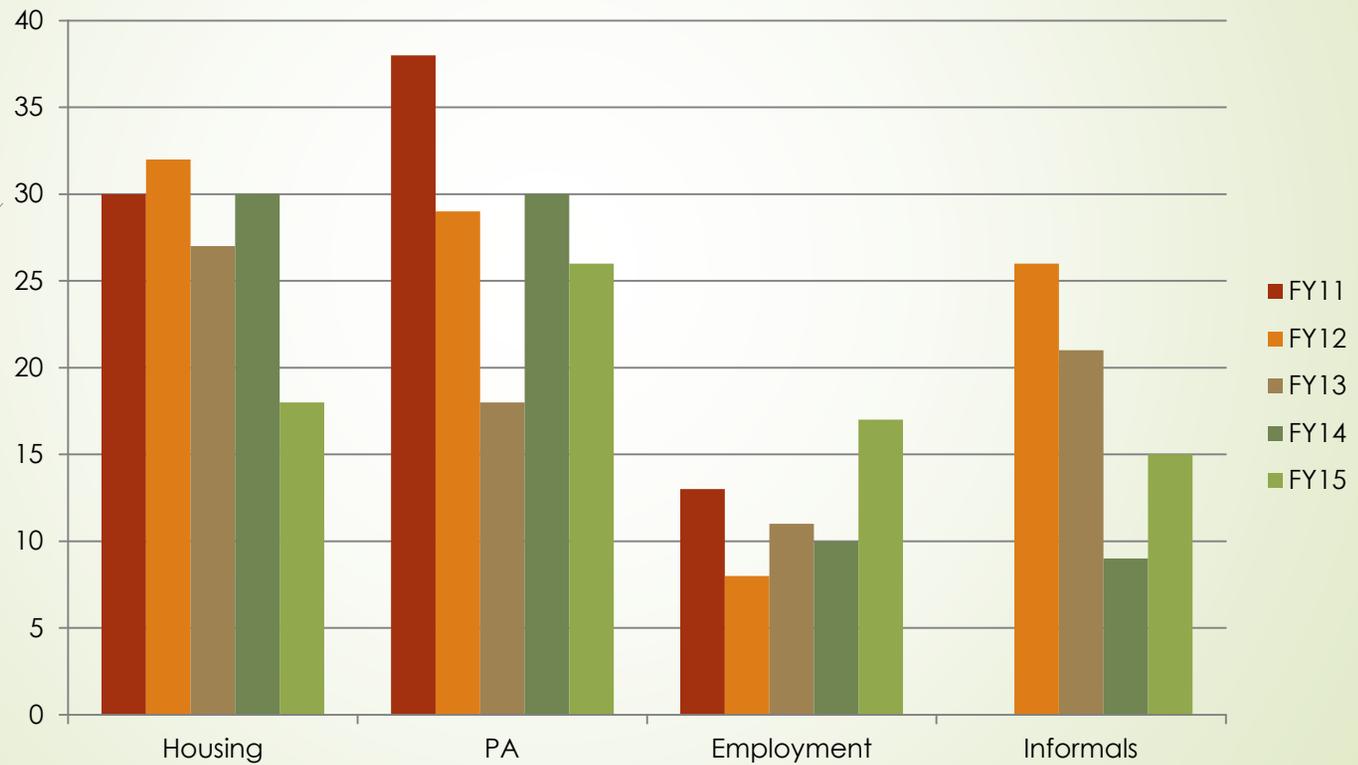
Type of Case and Protected Category

Protected Category	Housing	PA	Employment	Total
Age			3	3
Breastfeeding		1		1
Disability	16	34	8	58
Gender ID		1		1
National Origin		3		3
Race/Color		3	2	5
Retaliation			9	9
Religion		1		1
Sex	1		4	5
Minor Children	4			4
Public Assistance	4			4
Marital Status				
Family/Parental Leave				
Workers Comp			2	2
Sexual Orientation			2	2

Complaints By County



Complaints FY11-15 By Type of Case





OUTCOMES- FY15

Sixty-three (63) cases were closed:

- ▶ 17 settled either pre or post-determination
- ▶ 17 cases were heard by the Commissioners
Of those, 2 were reasonable grounds; 15 were no reasonable grounds
- ▶ The remainder were either administratively dismissed or withdrawn or the charges were sent out but not returned



RELIEF

Monetary settlements: \$171,893

Public interest relief:

- ▶ Training
- ▶ Apology
- ▶ Changes in policies or procedures
- ▶ Job restored, promotion, benefits restored, shift changed, etc.
- ▶ Accommodation(s) granted
- ▶ Premises made more accessible



Training and Outreach

- Staff provided training to 43 groups or individuals
- 1041 people received training in topics including fair housing, accessibility, unconscious bias, sexual harassment.

Contact Information

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