



Lexington-Fayette Urban County Human Rights Commission



Annual Report FY 2017



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LEXINGTON-FAYETTE URBAN COUNTY
HUMAN RIGHTS COMMISSION



July 28, 2017

A Message from the Chairman, Bob

FY 2017 – 2018 was a year of unsurpassed public acclaim and recognition for our Commission, it's staff and commissioners. To evaluate the plethora of awards and citations earned by the Commission this year would be an unnecessary indulgence.

But, our record speaks for itself. Those many commissioners and staff members who made a significant contribution to that record – be proud! For it is you who advanced the cause of social justice within our daily services to our protected classes.

Let us look beyond the summer of 2017 as we continue to march as One toward a better and more caring Lexington. Together with our law enforcement partners, our Mayor and Council, and our citizens, we will succeed.

I commend you for a valiant and spirited effort toward achieving so many of our worthy goals as we begin to address the challenges of the weeks and months that lie ahead.

The words of Theodore Roosevelt once again come to mind: "Dare to do mighty things," he said, "to win glorious triumphs even though checkered by failure, rather than take rank among those poor souls who neither enjoy much, nor suffer much because they live in the gray twilight that knows not victory, or defeat."

Sincerely,

A handwritten signature in blue ink that reads 'Bob Orbach'.

Bob Orbach
Chairman, Lexington Human Rights Commission



LEXINGTON-FAYETTE URBAN COUNTY
HUMAN RIGHTS COMMISSION

Raymond A. Sexton, Executive Director
rsexton@lfuchrc.org

Honorable Jim Gray, Mayor
Lexington-Fayette Urban County Government
200 East Main Street
Lexington, KY 40507

Re: FY 2017 Annual Report

Dear Mayor Gray:

It is with great pleasure that I submit to you the FY 2017 Annual Report of the Human Rights Commission. This report highlights many of the accomplishments that the staff has achieved with respect to compliance and our community relations.

We have experienced an unprecedented year at the Commission. Although we are historically known for our enforcement of anti-discrimination laws, FY 2017 can be best described as the "year of community relations." From a request from the South Korean Government to train their officials on how human rights laws are enforced to our inaugural, Picnic with the Police, the Commission was highly visible throughout the fiscal year in a variety of methods, reaching a variety of the protected classes we serve.

The Commission is usually not in a familiar position to win awards and receive recognition, however FY 2017 could also be described as the "year of recognition." During this fiscal year, we received three distinctive honors from the Lexington Police, the Plantory and Lexington Fairness. I would like to thank the dedicated staff and board of commissioners for waking up every day to combat discriminatory practices in our community and receiving these much-deserved recognitions.

We thank you, Mayor Gray and the Urban County Council for your continued support. Without the necessary funding for our organization, a majority of the great work that is going on would not be possible.

Sincerely,

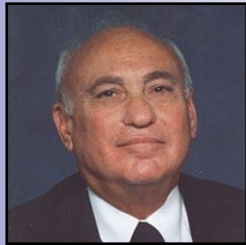
A handwritten signature in blue ink that reads "Raymond A. Sexton".

Raymond A. Sexton



COMMISSIONERS

Executive Committee



Bob Orbach
Chair



Vibert Forsythe
Vice Chair



Mike Ades
Treasurer (thru 12/2016)



Josh Mers
Treasurer (beginning
01/2017)

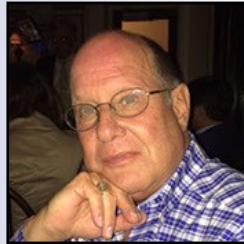


Theresa Parks
Secretary

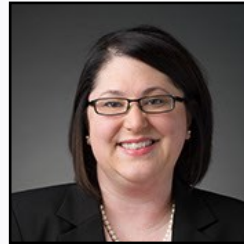
Commissioners



Christine de Briffault



Jim Dickinson



Courtney Han



Rowena Mahloch



Brenda Mannino



Lori Beth Miller



Lance Poston



Melanie Tyner-Wilson



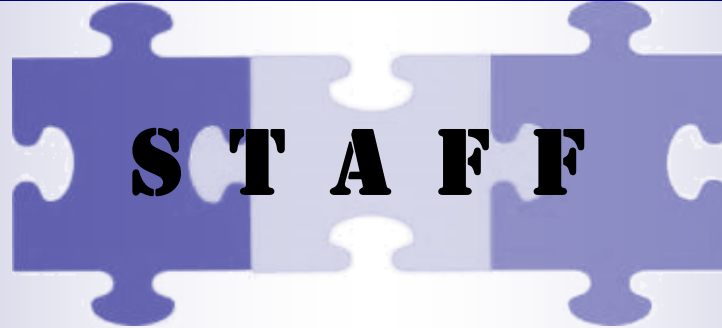
Cristina Violet



Thaer Qasem
(Resigned 08/2016)



Alex Scutchfield
(Resigned 08/2016)



STAFF



Raymond A. Sexton
Executive Director

Raymond Sexton has been employed with the LFUC Human Rights Commission since December of 1997. Raymond began his employment as an investigator. Since then, Raymond has served as Supervising Investigator and Compliance Director. Raymond has also received extensive training in the field of discrimination regarding fair housing enforcement and employment discrimination complaint investigations. Raymond is also a 2007 graduate of the National Fair Housing Training Academy. Raymond currently serves as Executive Director for the Commission, a position he has held since December of 2009. As Executive Director, Raymond is responsible of oversight of the Commissions operation, the supervision and training of staff, conducting workshops on discrimination issues, supervises the case management system and liaison with federal agencies regarding contract compliance. Raymond is a graduate of the University of Kentucky where he received a BA in English and a minor in Communications.

Tami Reed has been employed with the LFUC Human Rights Commission since April of 1991. Tami began her employment as the Case Monitor Clerk and was soon promoted to the position of Office Manager and Systems Administrator. Tami currently serves as the Senior Office Manager, which combines the positions of Case Monitor, Office Manager and Systems Administrator, a position she has held since January of 2000. Tami is also a 2007 graduate of the National Fair Housing Training Academy. Tami received Certified Mediation Training and once served as a mediator for the Kentucky Mediation Center. A long-time resident of Lexington, Tami graduated from Henry Clay High School and attended the University of Kentucky.



Tami J. Reed
Senior Office Manager



D'yana Dillard
Investigator I

D'yana Dillard is a native of Hopkinsville, KY where she served as Executive Assistant for the Human Relations Commission. While employed with the Hopkinsville Commission, D'yana was responsible for the initial intake and investigation of complaints regarding discrimination in employment, housing and public accommodation. She worked very closely with the Executive Director, Mayor and the board members to sponsor and prepare for local events for their community promoting diversity and equal rights. D'yana served as the Interim Director for almost a year. She moved to Lexington with her three children where she served as an Investigator for the LFUC Human Rights Commission since June of 2015. D'yana left the Commission in May of 2017 to pursue her dream of serving in the Air Force.

Lexington-Fayette Urban County Human Rights Commission



F. Brenton Covington
Community Relations
Coordinator

F. Brenton Covington is from Richmond Kentucky, and attended Madison Central high school where he graduated with a High school diploma, while playing basketball for 4 years. Brenton also went to the University of Kentucky where he graduated with a Bachelor of Arts in Media and Communications. Brenton has been published as a creative writer locally in Lexington. Brenton also has had his own radio show in Lexington, with WRFL 88.1 FM which is the University of Kentucky’s campus radio. Brenton is the Community Relations Coordinator and eager to grow with the Human Rights Commission.



Marissa Webb
Investigator I

Marissa Webb, Originally from Texas, Marissa went to Scott County High School in Georgetown, Kentucky and has since stayed in the bluegrass state. She graduated from Western Kentucky University with honors, with a Bachelor of Arts in History and Political Science with a concentration in Legal Studies. She served as a founding member of the Hill topper Organization of Latin American Students at WKU and worked to provide a voice to the growing Latinx voice there. Marissa is excited to work with the Human Rights Commission and serve the Lexington-Fayette Urban County.

Mieko Smith graduated from Georgetown College with honors, majoring in Sociology (with an emphasis in Sustainable Community Development) and a double minor in Religion and Women’s Studies. At the college, Mieko served as the Vice President of the Student Women and Gender Society and was a leader for the LGBTQ/GSA group, and is currently on the leadership committee for Georgetown Fairness. She is currently enrolled at the Baptist Seminary of Kentucky and is pursuing a Master of Divinity. A native of Hazard, KY, she now resides in the city of Georgetown. Mieko joined the LFUC-HRC May 15, 2017.



Mieko Smith
Investigator I



Ed Dove
Commission Attorney

Edward E. Dove, a Lexington attorney with more than 30 years of experience protecting clients' rights and provides superior service, returns to the LFUC Human Rights Commission for his second term as Commission Attorney. When Ed is not working with the Human Rights Commission, he represents clients in Education Law, Civil Litigation and Criminal Law. Ed owns his own private practice which is located in Lexington and serves Central and Eastern Kentucky, including, but not limited to, Fayette, Scott, Bourbon, Madison, Jessamine and Woodford Counties.



It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette County from discrimination based on: race, color, religion, national origin, sex, age, disability, familial status and sexual orientation/gender identity in connection with employment, housing and public accommodation. The Human Rights Commission shall serve as an investigative, consultative, and educational enforcement agency in order to guarantee equal opportunity for all people of the city of Lexington and Fayette County.

Education and Outreach

The Commission's staff has a wide range of informational and education programs individually designed for an employer, housing provider or the general public. These programs include such topics as sexual harassment, how to answer a complaint, fair housing, real estate sales, ADA, conflict resolution, prejudice reduction, and can also be customized to fit individual needs.

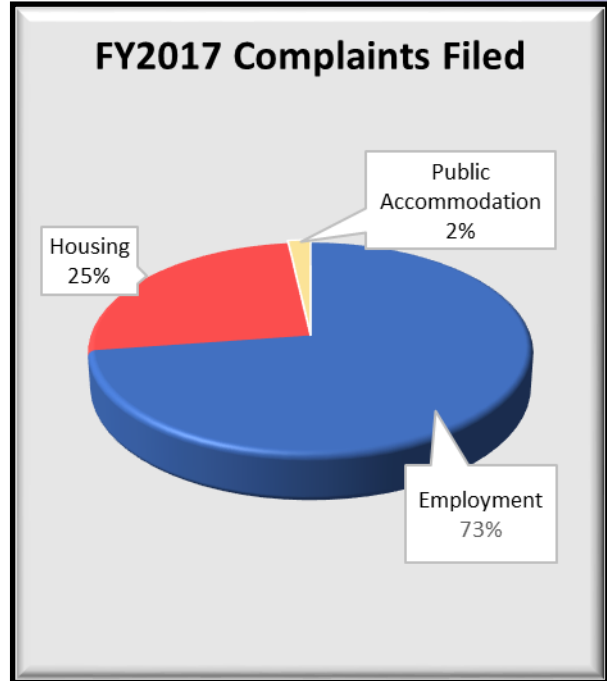
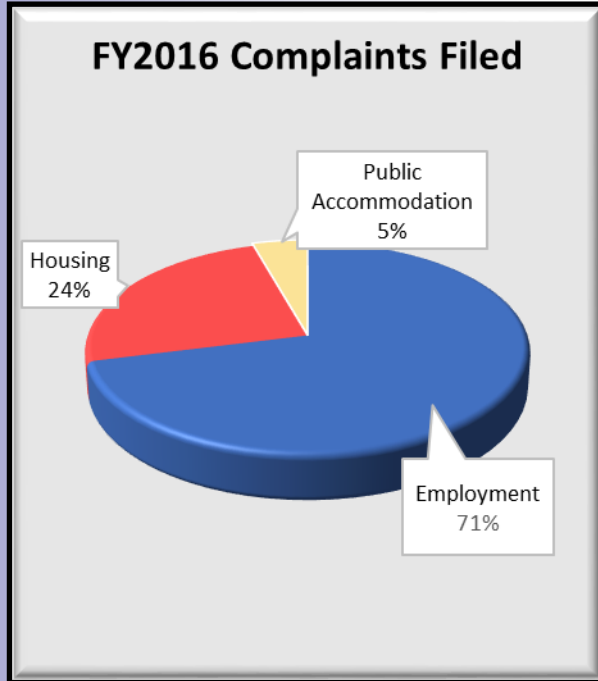
The Commission staff continues to provide presentations, media interviews and training sessions on a variety of topics in order to fulfill the section of the Commission's mission relating to community education. These services are tailored to meet the needs and requests of a variety of audiences throughout the community. During this fiscal year, the staff conducted many presentations, trainings, site visits and media contacts. This year, the strongest demand was for information concerning housing related issues. Other areas included harassment-free work environments, diversity, demographic change, law enforcement and community relations. Also, our Executive Director Ray Sexton conducted many trainings for apartment complexes on the rights of individual renters.

Information and Referral

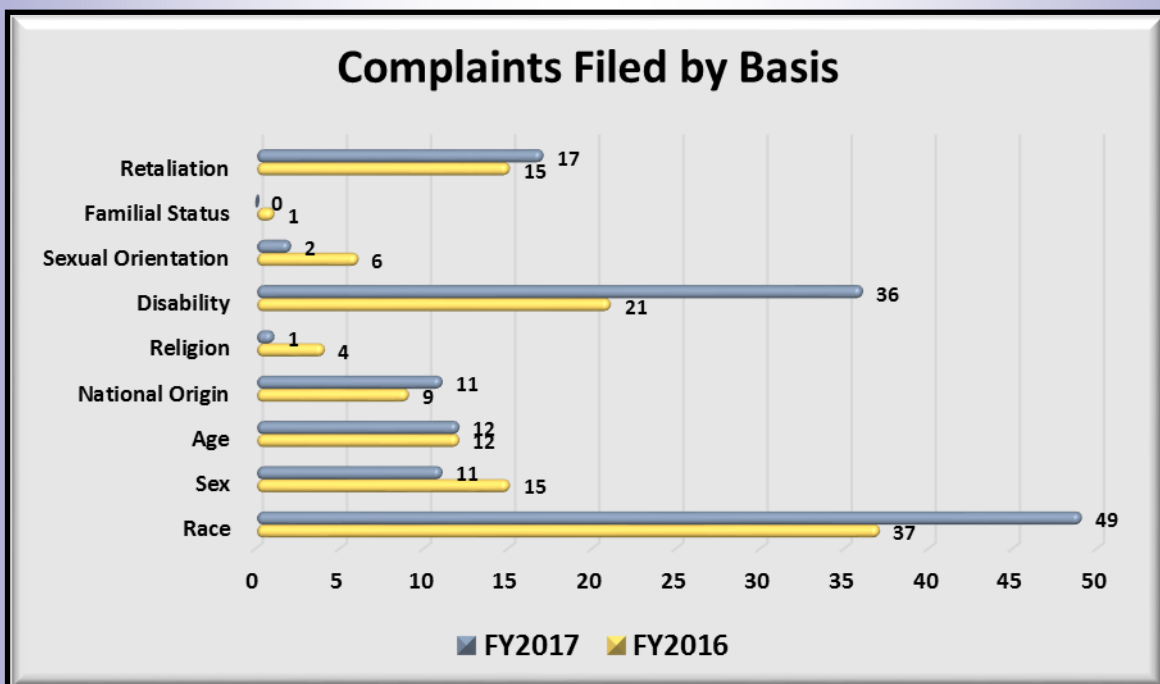
Occasionally individuals contact the Commission needing services beyond the scope of our authority. Many of the contacts involve housing issues, including landlord-tenant disputes. We strive to provide our callers and patrons the right resources they need to help them on non-jurisdictional employment, housing, health and human services, disabilities, education, domestic violence, and public safety.

*"We cannot stand still; we cannot permit ourselves to be victims."
- W.E.B. DuBois*

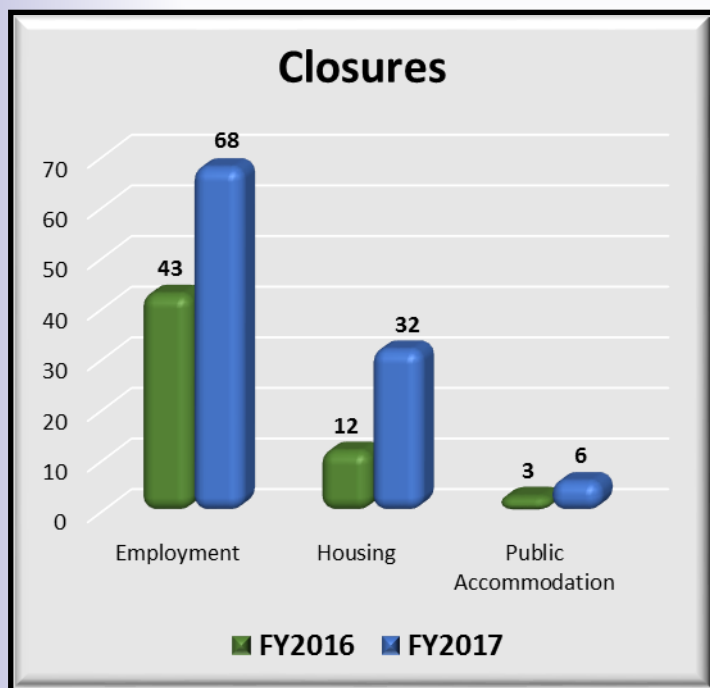
Case Statistics



There are more bases than number of complaints filed because some complaints listed more than one basis.



Employment based complaints continues to be the most filed type of case we receive, with housing a distant second. The Commission saw an increase in the number of employment and housing cases filed in FY2017 in comparison to FY2016, while public accommodation complaints decreased slightly. During FY2017, 80 of the complaints filed were regarding employment, 28 housing and 2 public accommodations.



Conciliation is attempted at all points of the investigative process!

Damages Awarded		
	FY2016	FY2017
Employment	\$57,475	\$73,443
Housing	\$450	\$16,287
Public Acc.	0	0

Types of Case Closures

No Probable Cause Determination

After a complete investigation, there was not sufficient evidence to prove that the alleged discrimination occurred. These cases are generally dismissed.

Probable Cause Determination

Probable Cause Determinations are issued by the Executive Director when a complete investigation reveals sufficient evidence to believe that the alleged discrimination DID occur. Conciliation is attempted by the staff and an assigned Commissioner after a Probable Cause is issued. If conciliation efforts fail, the parties may choose to pursue an administrative hearing by a Hearing Examiner, or to pursue the matter in Civil Court (for Housing cases).

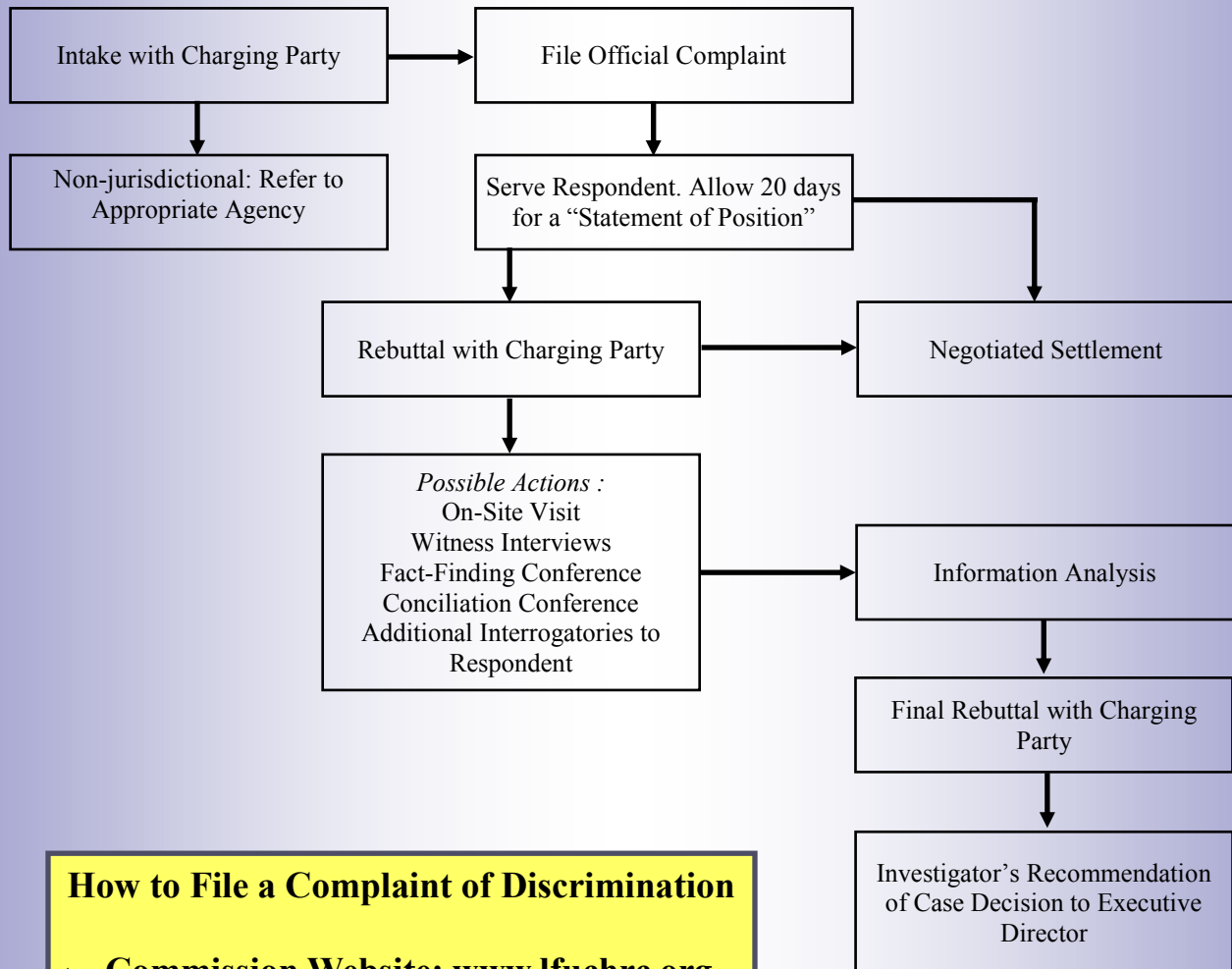
Settlement/Conciliation

Both parties and the Commission have reached a mutually satisfactory agreement. *(Settlements do not necessarily mean an admission of guilt on the part of the Respondent.)*

Administrative Closure

These include cases where the Charging Party withdraws the case, failed to cooperate during the course of the investigation or could not be contacted or located. Also included is if during the course of investigation, it is revealed that the Commission does not have jurisdiction.

Process of Complaint Investigation



How to File a Complaint of Discrimination

- ◆ **Commission Website: www.lfuchrc.org**
- ◆ **Visit the Commission office**
- ◆ **Telephone: an Investigator will be happy to mail a questionnaire**

The Investigators are neutral fact finders; they are not advocates for the Charging Party or Respondent. Their role is to gather as much information as possible from both parties and make a recommendation to the Executive Director as to whether discrimination did or did not occur. Conciliation is attempted at all points of the investigative process.

The Lexington-Fayette Urban County Human Rights Commission is an independent chartered agency of the Lexington-Fayette Urban County Government, with three (3) specific functions: (1) to receive complaints, conduct investigations, hold hearings and have such studies made as will enable the Lexington-Fayette Urban County Human Rights Commission to carry out the purpose of the Ordinance; (2) to promote and secure a mutual understanding and respect among all ethnic groups in Fayette County; and (3) to act as conciliator in controversies involving inter-group and inter-racial relations.



The Commission has a full-time community relations and training program that can be utilized for free. The Commission's staff has a wide range of informational and education programs individually designed for an employer, housing provider or the general public. These programs include such topics as sexual harassment, how to answer a complaint, fair housing, real estate sales, ADA, conflict resolution, prejudice reduction, and can also be customized to fit individual needs. These programs play an exclusive role in growing our community outreach program, and the uniqueness of the LFUC-HRC as a whole.





On May 20, 2017, The Lexington Human Rights Commission hosted a Picnic with the Police in Douglass Park. Picnic with the Police was a community-wide event implemented by the Commission to foster a positive relationship between the public and those sworn to protect them. It was a great opportunity for individuals to fellowship with members of law enforcement in a relaxed, non-confrontational setting. “We wanted people to see the men and women behind the uniform as people rather than police”, said Raymond Sexton, Executive Director. This event evolved from more intimate, Coffee with the Chief meetings between Lexington Police Chief Mark Barnard and the public also facilitated by the Lexington Human Rights Commission. “The Picnic with the Police was a natural step in the process of expanding the success of Coffee with the Chief to the community at large,” stated Theresa Parks, Chair of the Commission’s Community Relations Committee. Staff and Commissioners secured sponsors for the event, which provided food and activities to participants free of charge. The rain threat held off and the event could not have been better. A planned crowd of about 400 people in actuality, surpassed twice that number. The Commission was very pleased with the outcome of the event and would

like to thank the many sponsors who were integral part of this event’s success. The Commission would also like to thank Chief Mark Barnard and the Lexington Police Department for their partnership and contributions in making this such a successful event. “We have a great police force in Lexington with great leadership,” said Raymond Sexton, “I think we can only continue to grow as a community and ultimately you’ll see a more symbiotic relationship between the police and the public.”

“I think it’s a great event [Picnic with the Police] I hope it’s an annual event. Through community support and everyone coming out such as the Human Right Commission. We had a great turnout in the park today. We want people to see them as human beings [police officers] instead of just the officer in uniform; so this is a great way to do that.”
- Chief Mark Barnard



Picnic with the Police Sponsors

Gold Level

Ball Homes
 BC Wood Properties
 Bluegrass Care Navigators
 Bluegrass Community Foundation
 Carla Blanton Consulting
 Commerce Lexington
 Commonwealth Credit Union
 Crawford Builders, Inc.
 Critter Control & Trully Nolen Pest
 FastSigns
 Gainesway Management Corporation
 KVC Behavioral Healthcare
 Lamar Advertising Company
 Lexington Fairness
 Lexington Leadership Foundation
 LM Communications
 Quantrell Auto Group
 Sayre Christian Village
 Shelter Insurance—Josh Mers, Agent
 St. Michael the Archangel Episcopal Church
 Stoll Keenon Ogden
 Tally's BBQ
 The Botany Bay
 The Pond Lady
 Together Lexington
 Tru-Check, Inc.
 Willie's Locally Known
 Xooker

Silver Level

AssuredPartners NL
 Bess Solutions
 Bluegrass Bracing
 Community Action Council
 Doodles Breakfast and Lunch
 First Baptist Church Bracktown
 Goodwill Industries Kentucky
 Haynes Trucking, LLC
 LEX-18
 Pearce-Blackburn Roofing LLC
 Revive Chiropractic Centers
 Roberts Heavy Duty Towing
 US Bank

Bronze Level

Alliance Medical & Home Care
 Bank of the Bluegrass
 Bluegrass Tours
 C. Worth, Inc.
 Collision Care
 Eric M. Case, Attorney—EMC Legal PLLC
 Fortune Realty
 Frost Brown Todd, LLC
 Greater Lexington Apartment Association
 Health First Bluegrass
 Hurst Office Supplies
 Immanuel Baptist Church
 Kentucky Bank
 Landrum & Shouse, LLP
 Lexington Habitat for Humanity
 Lexington History Museum
 Lextran
 Link-Belt Construction Equipment Company
 Lynn Imaging
 McDonald's
 Members Heritage Credit Union
 Southeast Printing and Mailing
 Southland Christian Church
 The Randolph Scott Insurance Agency
 Urban League of Lexington
 Vincent Fister, Inc.



Gold Level Sponsor Logos were displayed on the back of the t-shirts given away at the picnic

A Year of Recognition

Humanitarian Award

On February 18, 2017, the LFUC-HRC received the Lauren K Weinberg Humanitarian Award presented by the Plantory. The Weinberg Humanitarian Award is given to a community organization whose dedication and service to the community outweighs their own merit. It is a promotion of respect, understanding, and honoring organization a world where all human worth, and can live in safe, sus-enjoy the full range of life's at the Thomas Hunt Morgan



ing, and tolerance among all tions and individuals who envi-beings are of full and equal tainable community able to benefits. The event took place House in Lexington.

The LFUC-HRC is grateful for tory, and want to continue to be community. It is the purpose of County Human Rights Com-individuals within Lexington-Fayette County from discrimination and social injustice. Since 1950, individuals and organizations in Lexington have received this award for dedication to the service of community, and promoting respect among all. It is an understanding of tolerance among all people. The LFUC-HRC was proud to accept the 2017 Weinberg Humanitarian Award.

the recognition from the Plan-progressive in helping the the Lexington-Fayette Urban mission to safeguard all indi-

Lexington Police Awards

On June 13 2017, Commissioner Theresa Parks and Executive Director Raymond Sexton received Distinguished Service



Awards from the Lexington Police Department at its Annual Police Awards Banquet at the Lexington Convention Center. The awards were given in recognition of the performance of significant acts of outstanding character in direct support of the Lex-

ington Police Department operations for the Commission's Coffee with the Chief series of events.

Lexington Fairness Awards

On June 23, 2017, the LFUC-HRC was presented an award in appreciation of the Commission's commitment to equality and fairness at the

2017 Fairness Awards which took place at the Patterson Ballroom in the Hyatt Regency Hotel. Executive Director Raymond Sexton was also nominat-



ed for the Ernesto Scorsone Political Leadership Award. Thank you to Lexington Fairness for the recognition.

Disability Summit

The LFUC-HRC sponsored the Lexington Disability Empowerment Summit on December 15, 2016 at the Embassy Suites in Lexington, KY. The summit was the pivotal event of a year long housing discrimination outreach grant. The 2017 fiscal year was focused on 'know your rights' and 'disability awareness'. The grant was achieved through funds from HUD to inform the community of housing rights and protect the community from housing discrimination. Disability and housing accommodations and modifications is a conversation the LFUC-HRC has been committed to and was a main topic in the Summit. Commission Chair Bob Orbach welcomed the audience to the summit and Commissioner Melanie Tyner-Wilson moderated the event. Guest speakers included: Attorney Stephen Marshall, Attorney Ed Dove and Lexington Fair Housing Council Executive Director, Art Crosby. Panelists included Jan Day, Director of Louisville Independence Place, and Lexington Code Enforcement Officer, Lee Steele. Christina Espinosa Bard from the University of Kentucky spoke on universal modifications for the disabled community and Laura Thomas from the Commission for People with Disabilities spoke about concerns that she faces as a member of the disabled community. The purpose was to create conversation and juxtapose issues in the disabled community in housing and public accommodation.



Executive Director, Art Crosby. Panelists included Jan Day, Director of Louisville Independence Place, and Lexington Code Enforcement Officer, Lee Steele. Christina Espinosa Bard from the University of Kentucky spoke on universal modifications for the disabled community and Laura Thomas from the Commission for People with Disabilities spoke about concerns that she faces as a member of the disabled community. The purpose was to create conversation and juxtapose issues in the disabled community in housing and public accommodation.

Sayre Students Visit HRC

On April 13, 2017, Sayre High School students visited the LFUC-HRC office. It was a great opportunity for commissioners and staff to speak with the students directly about our mission. The students asked many questions and were pleased to discuss different topics with staff and commissioners. It was a fundamental conversation that hopefully gave new insight and perspective to the students and staff members. We welcome students to create dialogue with us to learn more and gain more awareness on local Human Rights in Lexington



UK Martin School - South Korean Officials Visit

On February 27, 2017, The LFUC-HRC received a visit from South Korean officials from the Patterson International Public Policy and Management Institute. The institute welcomes visitors from across the world. The program is designed to support the research and teaching of scholars visit-



ing colleges and universities in the United States. The officials visited our office to discuss human rights and jurisdiction in Lexington, Kentucky. They were only in America for a brief time, and they decided to visit with the Lexington-Fayette Urban County Human Rights Commission. The officials worked for the Korean Government and were studying to gain more knowledge to progress South Korea and learn from different agencies and ideals. It was a great honor to discuss ideologies from the United States to South Korea.



Coffee with the Chief

Coffee with the Chief began in 2015 and has been a wonderful ongoing event that has brought about many discussions in an intimate setting for community members to come and discuss issues and raise awareness to the Lexington Police Chief. Chief Barnard has been a valuable ally because of his vast knowledge of the relationships in the Lexington community and his willingness to be a part of community outreach events. As a result of discussions brought forth at Coffee with the Chief, Chief Barnard has met



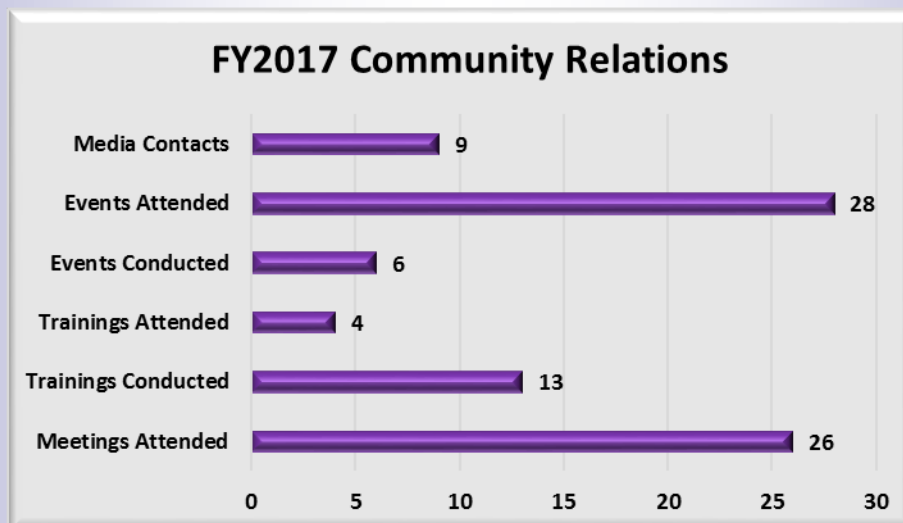
separately with individual communities or groups to discuss their individual concerns. The Commission plans to continue this series throughout the next fiscal year and we are always looking for new places to host the event so that we can reach as many different communities as possible.

Community Relations

Although the Commission is most known for its compliance and enforcement, there are two additional statutory functions that governs the Commission’s activities. Local Ordinance 199-94 states that the Commission “shall endeavor to promote and secure mutual understanding and respect among all economic, social and ethnic groups” and cooperate with many other agencies in efforts to “develop harmonious intergroup and interracial relations.” These two mandates are carried out through the Commission’s community relations and outreach. For the past several years, the Commission has worked very hard in the continued implementation of their community relations program and staying current with evolving trends in which information is received. It becomes a challenge to reach scores of under-served individuals via the many different methods that people receive and consume today’s information. The Commission has relied on traditional methods of outreach, while embracing many of the new methods through the Internet and social media.

Another important function of the community relations program is to continuously network with other community organizations to establish a united front against discrimination. The Commission board members and staff are always active in participating in community events and being visible throughout the community. As this report shows, the Commission has attended and wide-variety of community events and activities throughout the fiscal year. Partnerships play a key role in maintaining visibility in the community and the Commission is thankful to the many community organizations that have remained key partners throughout the years.

The Commission acts as a resource center for workshops and seminars on topics such as sexual harassment, Title VII, the ADA, the ADEA and the Fair Housing Act. The Commission fields many requests from employers, housing providers and other organizations for training opportunities for their staff and stakeholders. Our workshops are an important tool to reduce the common stereotypes people may hold which too often leads to discrimination in employment, housing and public accommodation.



In the Community

Workshops/Trainings Conducted

524/525 Angliana
Commission on People with Disabilities
Community Action Council
Eastern Elementary School
Georgetown City Council
Independence Place
KY Medical Assistants
Lexington-Bluegrass Association of Realtors
Mt. Tabor Apartments
Raintree Apartments
Royal Spring Middle School
Stoney Brook Apartments



Booths//Information Tables

BCTC Inside & Out Community Information Fair
Greater Lexington Apartment Association Trade Show
iKnow Expo
Lexington Disability Empowerment Summit
Martin Luther King, Jr. Unity Resource Fair
NAMI Walk
UK Fair Housing
UK Internship Fair



The Lexington-Fayette Urban County Human Rights Commission stands for equal rights, equal opportunity, justice and fair enforcement of the ideals. To carry out this belief, we must strive to follow through on our commitments, maintain objectivity and fairness and provide prompt, responsive and patient attention to all those who seek our assistance. We must respect differences in values and behaviors, support one another, and seek alternatives to divisive conflict. We must commit to meet and exceed contractual, service, and mission related requirements by setting clear expectations and maintaining measurable standards. In addition, we must serve all people in an impartial and fair manner. Equality for all - it's a right, not a privilege.

In 2012, Hands On Original declined to print the t-shirts requested by the Gay and Lesbian Services Organization because the shop did not want to promote the messages of the organization's "Pride Festival." Instead, the company offered to connect the organization to another printer that would produce the shirts for the same price. GLSO filed a complaint with the Lexington-Fayette Urban County Human Rights Commission alleging discrimination based on "sexual orientation."

A Circuit Court Judge ruled in favor of Lexington t-shirt shop, Hands on Originals. The ruling reversed the Lexington Fayette-Urban County Human Rights Commission's 2014 ruling decision that the printing shop violated Lexington's Ordinance 201-99. The Commission filed an appeal and the Appellant Court upheld the ruling in favor of Hands on Originals. This ruling will be appealed again, this time to the Kentucky Supreme Court. The case has gained widespread media attention from CBS, Wall Street Journal, Lexington Herald Leader, Kentucky.com and WKYT.

Outlets that have covered the story:



LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION



@LEXHRC



@LEXHUMANRIGHTS

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