

# Workshops offered by the Human Rights Commission!

The Lexington-Fayette Urban County Human Rights Commission offers a variety of workshops that can be tailored to fit your individual needs. This brochure lists the topics covered and highlights major points under each subject.

## Fair Housing:

- What is the Fair Housing Law?
- What is covered/prohibited?
- Issues in Fair Lending
- Issues in Insurance redlining
- Issues related to Rental (selection processes, evictions, terms and conditions, familial status, disability, etc.)
- How to respond to a complaint of discrimination

## Sexual Harassment:

- How to recognize sexual harassment
- The employers and supervisors responsibility
- How to conduct an investigation
- Avoiding liability
- How to write a sexual harassment policy
- Current legal and workplace trends

## Title VII and ADEA:

- What are the employer's responsibilities and obligations?
- How to conduct investigations
- How to respond to a complaint of discrimination
- How to avoid discrimination charges
- How to limit liability
- Current legal and workplace trends

## Americans with Disabilities Act of 1990:

- What is the Americans with Disabilities Act of 1990
- What topics are covered
- Who is protected
- What employment decision are covered
- What can I ask during an interview
- Which actions constitutes employment



If you are interested in bringing one of these workshops to your site, contact:

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Got a question? Call and ask one of our Investigator's. All inquiries are confidential!  
(859) 252-4931

## Human Diversity/Prejudice Reduction:

- Develop a greater awareness, understanding, and recognition of prejudice.
- Develop a greater understanding of the impact of prejudice on the work environment and in a social context.
- Explore the dynamics of reducing prejudice and welcoming diversity.

## Conflict Resolution:

- Learn to identify misunderstandings in a conflict situation.
- Learn to identify what each person brings to a conflict situation.
- Learn 14 methods for dealing with conflict.
- Learn strategies for dealing with difficult people.
- Identify the anatomy of an argument.
- Acquire skills needed for effective

**Education enhances productivity!**

## How To Respond to a Complaint of Discrimination:

- Learn how to conduct investigations regarding claims of discrimination.
- Obtain an overview of theories of discrimination.
- Learn how to analyze a complaint and gather evidence.
- Explore real case scenarios.
- Become acquainted with the administrative and legal environments in which discrimination law enforcement takes place.

## Gender Roles in the Workplace:

- Define traditional gender roles.
- Learn current trends in gender roles in the workplace.
- Explore if differences really do exist between males and females (review of literature).
- Individuality vs. Gender Stereotypes.
- How to handle gender role conflicts in the workplace.



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## Lexington-Fayette Urban County Human Rights



## Commission

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your needs!!!

