

**LEXINGTON-FAYETTE URBAN COUNTY**

**[ HUMAN RIGHTS  
COMMISSION ]**



**FY2007  
ANNUAL  
REPORT**

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## **PURPOSE**

It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette Urban County from discrimination because of race, color, religion, national origin, sex, age, disability, familial status and sexual orientation/gender identity in connection with housing, employment and public accommodations and to effect the provisions and purposes of the Kentucky Civil Rights Act (K.R.S. Chapter 344), Urban County Ordinance 199-94 and 201-99, provision 7.17 of the Lexington Fayette Merger Charter of 1974, and any other laws enacted by the Lexington-Fayette Urban County relating to the Lexington-Fayette Urban County Human Rights Commission.

The Lexington-Fayette Urban County Human Rights Commission shall act to encourage and effect the guarantee of equal rights to all citizens, which rights are assured by the Constitution and the Laws of the United States, of Kentucky, and of Lexington-Fayette Urban County and to serve as an investigative, consultative, educational, persuasive, and enforcement agency in order to guarantee equal opportunity for all people of the City of Lexington and Fayette County.

## **UNIQUENESS**

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.

## **VALUES**

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.

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LEXINGTON-FAYETTE URBAN COUNTY  
HUMAN RIGHTS COMMISSION



Rabbi Marc Aaron Kline  
Commission Chair

January 7, 2008

To: The Honorable Jim Newberry  
Mayor, Lexington-Fayette Urban County

The Honorable Members of the Urban County Council  
Lexington-Fayette Urban County

Dear Mayor Newberry and Members of the Urban County Council:

On behalf of the Lexington-Fayette Urban County Human Rights Commissioners and Staff, I am pleased to present to you our annual report for fiscal year 2007.

This fiscal year marks a change in the direction of the Commission. This year is my first year as Chair of the Commission and with the assistance of an incredible group of volunteer Commissioners and our committed staff we have begun to refocus the efforts of the Commission to better serve the community and fulfill our statutory mission within the limitation our resources.

This report only notes the highlights of those efforts and does not adequately reflect the commitment and effort of our Commissioners and staff.

The community can look forward to our continued efforts to provide the best of services possible to make this community safe and vibrant where all people can live, work, learn, and raise their families in a shared quality of live by promoting an appreciation of diversity and encouraging positive race relations.

I am proud of the direction of the Commission and its staff is taking and we are very grateful to you and the Urban County Council for your high expectations and your continuous support.

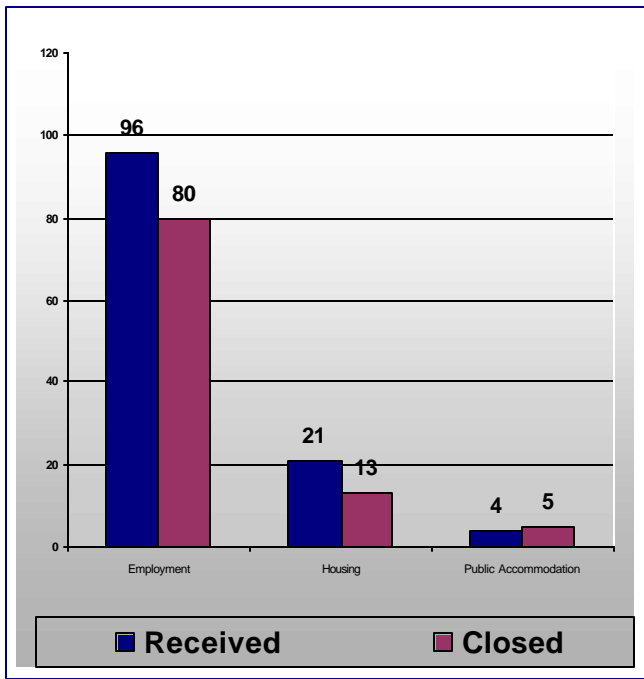
Respectfully Submitted

Rabbi Marc Kline  
Commission Chair

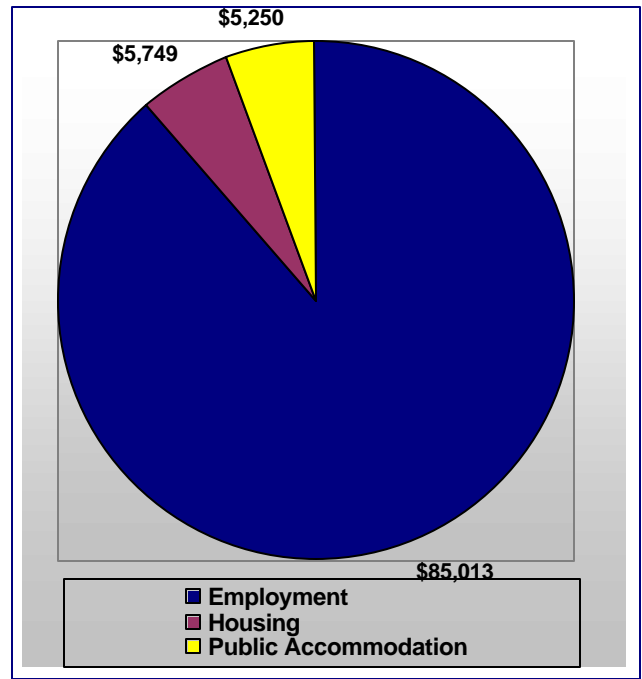
# COMPLAINT ENFORCEMENT

The Lexington-Fayette Urban County Human Rights Commission enforces the local anti-discrimination ordinance in employment, housing, and public accommodations. When someone files a complaint with our office we counsel with that person and if that person elects, a formal complaint is filed. We conduct a fair and impartial investigation and issue a finding based on the evidence.

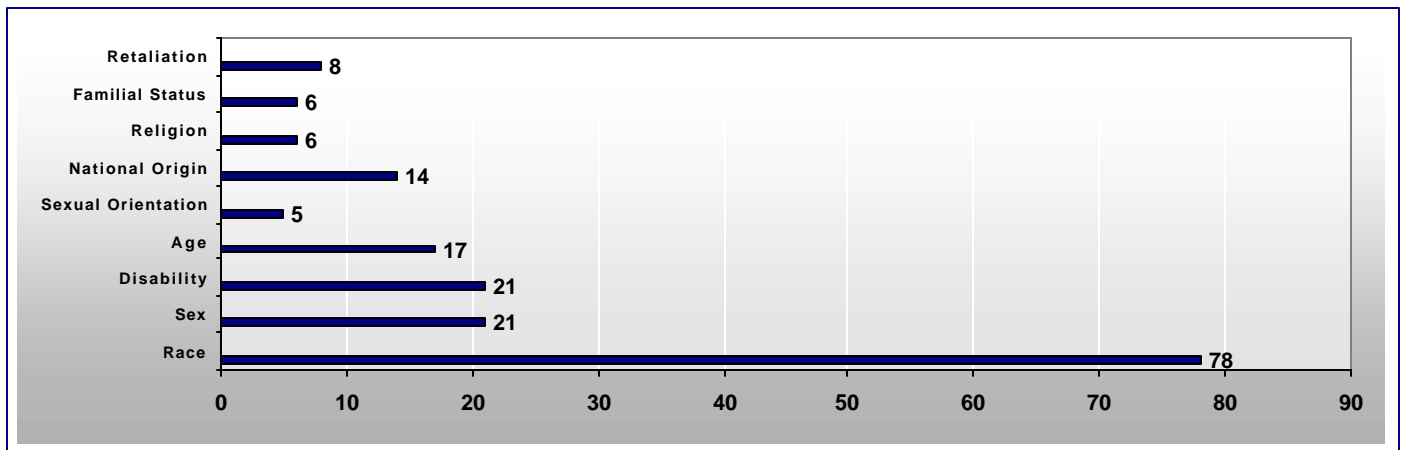
**Complaints Received and Closed  
FY 2007 (July 1, 2006 to June 30, 2007)**



**Monetary Benefits Awarded  
to Charging Parties**



**Complaints Received by Basis  
FY 2007 (July 1, 2006 to June 30, 2007)**



## Customer Service Improvements

The commission recognizes that the complaint process can be a challenging and sometimes daunting process for Charging Parties and Respondents. In 2007 the Commission staff undertook a series of measures to improve customer service.

We have undertaken a review of all complaint processing policies and procedures and updated policies as appropriate. Staff has focused on shortening the days of processing complaints and instituted practices to make sure we have better communication with the parties during the investigation.

The Commission's policies and procedures are summarized in the Customer Service Policies and can be found on the Commission's website: [www.lfuchrc.org](http://www.lfuchrc.org)

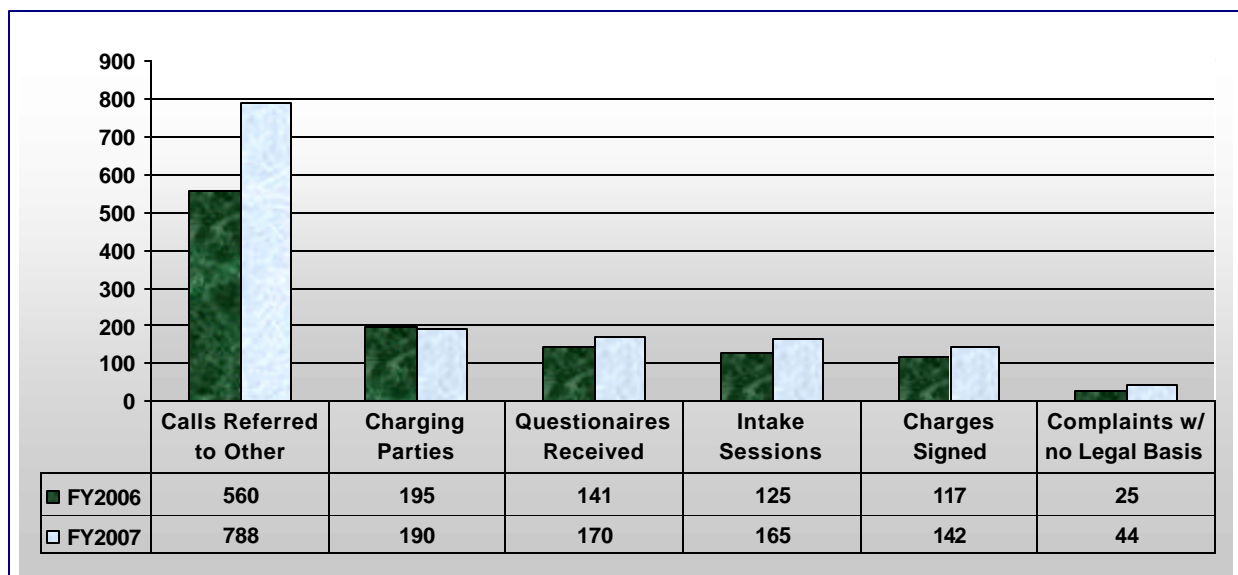
*"Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as you ever can."* -  
**John Wesley**

## Information and Referral

Many individuals contact the Commission needing services beyond the scope of our authority. Many of the contacts involve housing issues, especially landlord-tenant. In FY2007 we updated our Rental Housing Guide and posted the changes to our website. In addition, we updated our information resources and made necessary referrals to other agencies on non-jurisdictional employment and housing, health and human services, disabilities, education, domestic violence, and public safety.

We have assigned reception and intake staff that provides callers and walk-ins with appropriate contact name and agency referrals, so that customers leave our office with the necessary information and resources that they are seeking.

### FY2006 v. FY2007 Intakes and Referrals



## EDUCATION AND OUTREACH

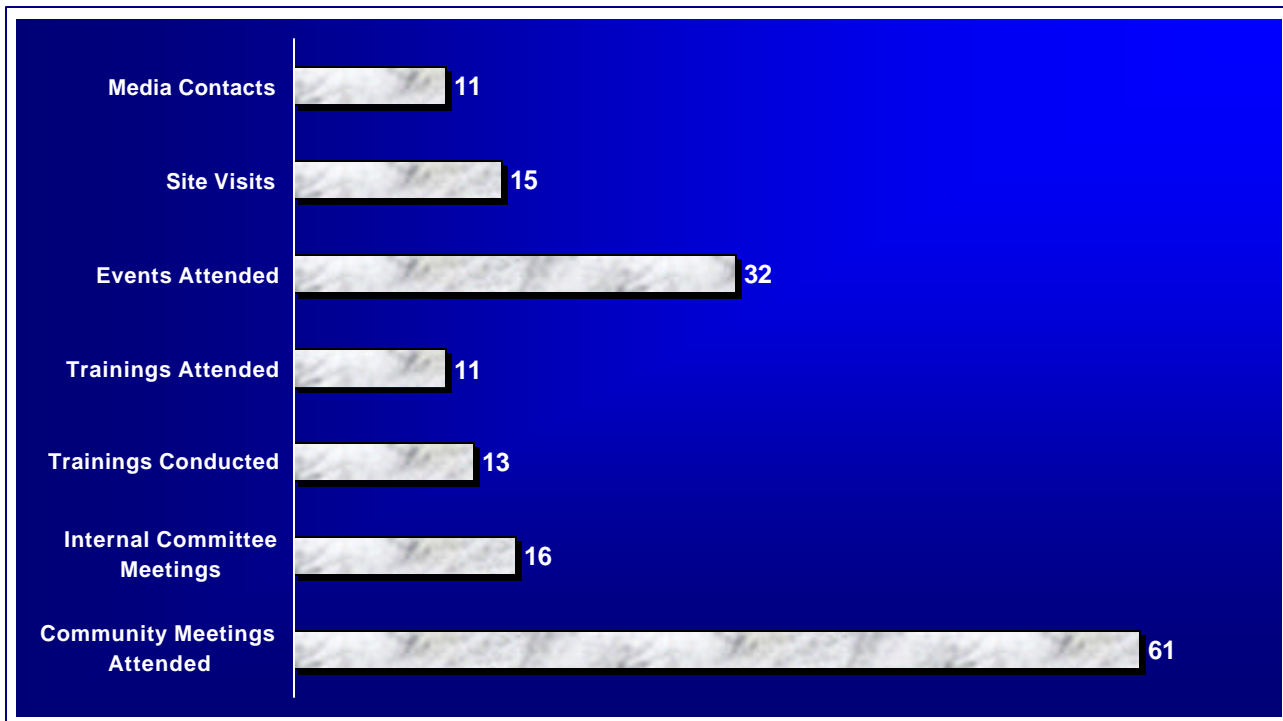
The Commission staff continues to provide presentations, media interviews and training sessions on a variety of topics in order to fulfill the section of the Commission's mission relating to community education. These services are tailored to meet the needs and requests of a variety of audiences throughout the community.

During this fiscal year, the staff conducted 50 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.



Senior Office Manager Tami Reed, Nancy Smith, of Heritage & Canterbury Apartments and the first place winner of the Martin Luther King, Jr. T-Shirt Design Contest at Harrison Elementary School

### FY2007 Community Relations Activities



*"Accomplishments  
have no color."  
- Leontyne Price*

## Anti-Hate, Bias and Violence Initiative

In October of 2006 the Lexington-Fayette Urban County Human Rights Commission Community Relations Committee voted to create a sub-committee to update the Commission's anti-hate plan and to address the stated concern of the lack of identifiable community resources devoted to combating hate/bias and violence based on race, orientation and other protected classes. It was a consensus of the Committee that it was an appropriate time to do so since there were no pressing community issues that usually precedes such community reviews. The Sub-Committee had an organizational meeting in November of 2006 and again in January of 2007 and adopted the following mission statement:



sub-committee on hate/bias and violence bias plan and to address the stated concern of the lack of identifiable community resources devoted to combating ethnicity, religion, national origin, sexual classes. It was a consensus of the Committee to do so since there were no pressing community issues that usually precedes such community reviews. The Sub-Committee had an organizational meeting in November of 2006 and

It is the mission of the Lexington-Fayette Urban County Human Rights Commission Anti-Hate, Bias and Violence Initiative to safeguard all individuals in Lexington-Fayette Urban County from incidences of hate, bias and violence based on their race, color, religion, national origin, sex, age, disability, familial status, or sexual orientation/gender identity through education, awareness, engagement, understanding, policy recommendation and law enforcement.

With that decision made, the Sub-Committee began the task of revising the Commission's 1999 anti-hate, bias and violence plan. Later, the Sub-Committee was merged with the Community Relations Committee with the mission of updating the plan. The Committee is grateful for the generous assistance received by Master of Social Work Graduate Interns Jonathan Goodan of the University of Kentucky and Katherine Williams of Morehead State University in researching and drafting the update to this publication during the Spring semester of 2007. Jonathan and Katherine's invaluable devotion and hard work on the publication was greatly appreciated.

This publication "*Erase Hate, Bias and Violence: A guide to Responding to and Preventing Hate, Bias, and Violence Related Incidents*" is available on the Commission's web site.

## Speakers Bureau

While the local Civil Rights laws have been in effect for more than 40 years, many individuals, employers, housing providers and places of public accommodation still have questions as to their rights, responsibilities, protections and prohibitions that these laws provide. As a result, the Commission has created a Speakers Bureau to provide assistance to those individuals, organizations and groups so that they can become more knowledgeable about their rights and responsibilities under applicable law. Available topics include, but are not limited to:

- |                                      |                                   |
|--------------------------------------|-----------------------------------|
| ?Employment Discrimination           | ?Sexual Harassment                |
| ?Fair Housing/Fair Lending           | ?Gender Roles in the Workplace    |
| ?Disability Discrimination           | ?Age Discrimination in employment |
| ?Human Diversity/Prejudice Reduction | ?Conflict Resolution              |

## Fair Housing

The Commission staff continued its education and outreach efforts with regards to fair housing issues and in particular, predatory lending and disabilities issues. The Executive Director, William Wharton, serves on the state-wide Kentucky Predatory Lending Prevention Committee and Investigator Tiffany Tatum serves on the local anti-predatory lending work group. The groups are active in promoting an educational campaign to combat predatory lending and providing needed services to victims via an anti-predatory lending hotline that is maintained by the Kentucky Housing Corporation that convened the work groups.



Investigator Tiffany Tatum served as Moderator of the Workshop

For Fair Housing Month the Commission held its Twelfth Annual Fair Housing Luncheon on Tuesday, April 10, 2007 at the Hyatt Regency Hotel in Lexington. Over 200 joined the Commission to celebrate April as Fair Housing Month. The Commission also sponsored a Workshop relating to

disabilities. Approximately 50 people attended the workshop. The workshop, titled *All, Making Lexington An Inclusive* examined how the fair housing laws overcome barriers to housing for disabilities and panel presentation on local housing resources for people with disabilities.



Over 200 people attended the 12th Annual Fair Housing Luncheon

ple attended the “*Housing For Community*” can be used to persons with and discussion sons with dis-

Dr. Robert “Bob” Ardinger was the guest speaker for this year’s luncheon and was a huge success.



Fair Housing Luncheon Guest Speaker  
Dr. Robert Ardinger

Dr. Ardinger began by discussing the different definitions for disability and why they were so broad. His speech was littered with personal accounts, including, but definitely not limited to, being a member of the United States Olympic Wheelchair Basketball Team, and his frustration with many tools made for people with disabilities. The audience was very entertained by his discussion of universal design and how it can impact the daily lives of not only people with disabilities but also the rest of the population. He reiterated to the audience that people with disabilities are everywhere and need to stop being pushed away and made invisible. While progress has been made, there is still a long way to go. Dr. Ardinger’s open and honest approach made him entertaining, approachable

and most of all understandable.

For the first year, two (2) elementary schools participated in the Fair Housing Coloring Contest. Third-grade students from Ashland Elementary and Harrison Elementary Schools were presented with awards for their participation in the coloring contest. The coloring contest is a program the Commission began to get housing information to the parents and guardians of the students and to expose students to fair housing and diversity information.



Ashland Elementary School  
Coloring Contest Winners



Harrison Elementary School  
Coloring Contest Winners

## Outstanding Achievement in Fair Housing Award

This was the Inaugural year for the Outstanding Achievement in Fair Housing Awards, which recognizes individuals and organizations that have shown exemplary performances in fair housing practices. The Commission presented awards in three (3) categories: individual, business and organization. This year's recipients were: Robert Jefferson – Individual, Greater Lexington Apartment Association – Organization and Heritage and Canterbury Apartments – Business.



Robert Jefferson, recipient of the Outstanding Achievement in Fair Housing Award—Individual, and Commissioner Gwen Godfrey



Greater Lexington Apartment Association representatives Lisa Figlestahler, Marye Thompson, Brenda Wells and Dottie Stinnett, recipients of the Outstanding Achievement in Fair Housing—Organization, Commissioner Gwen Godfrey and Commissioner Andrea Coleman



Heritage and Canterbury Apartments representatives Bobbie Browning and Nancy Smith, recipients of the Outstanding Achievement in Fair Housing Award—Business, and Commissioner Andrea Coleman

## National Fair Housing Training Academy

This summer, Senior Officer Manager Tami Reed, Supervising Investigator Raymond Sexton and Executive Director William Wharton completed the initial five (5) week course sponsored by the National Fair Housing Academy. The program is a 5-week certification program designed to provide fair housing enforcement staff with knowledge and skills to conduct efficient and timely investigations throughout the country. The National Fair Housing Training Academy (NFHTA) is the educational arm of the Department of Housing and Urban Development's Office of Fair Housing and Equal Opportunity (FHEO).



Executive Director William Wharton, Senior Office Manager Tami Reed and Supervising Investigator Raymond Sexton display their Certificates of Completion from the National Fair Housing Training Academy

*"Like all unchecked cancer, hate corrodes the personality and eats away its vital unity. Hate destroys a man's sense of values and his objectivity. It causes him to describe the beautiful as ugly and the ugly as beautiful, and to confuse the true with the false and the false with the true." - Dr. Martin Luther King, Jr.*

## Publications

During the period the Commission completed the following publications:

- ◆ FY 2006 Enforcer
- ◆ FY 2006 Annual Report
- ◆ FY 2006 Fair Housing Annual Report
- ◆ *Fall On Fair Ground* newsletter
- ◆ Updated brochures on web site
- ◆ Updated general brochures
- ◆ Updated *Rental Housing Guide*
- ◆ Completed proposal for study of predatory lending
- ◆ Completed research on *2004 and 2005 HMDA Lending Study*
- ◆ Completed draft of *Anti-Hate, Bias & Violence Guide*

## COMMISSIONERS



Rabbi Marc Kline  
Chair  
Appointed in 2005



Andrea Coleman  
Vice Chair  
Appointed in 2002  
Resigned in June 2007



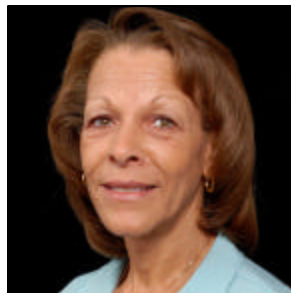
Luis Wayne Sanchez  
Treasurer  
Appointed in 2006



Magdalena "Biby"  
Tinajero  
Secretary  
Appointed in 2005



Adela DeLeon  
Appointed 1999



Gwen Godfrey  
Appointed 2005



Faye Liebermann  
Appointed 2004



Wardell Johnson  
Appointed 2005



Jeff Jones  
Appointed 1999



Mahjabeen Rafiuddin  
Appointed 2004



Gloria Rie  
Appointed 2001



Angela Slaton  
Appointed 2003  
Resigned May 2007



Jenny Sutton-Amr  
Appointed 2005



Melanie Tyner-Wilson  
Appointed 2005

## COMMISSIONERS

Lexington-Fayette Urban County Commissioners are responsible for enforcing the local anti-discrimination laws. When implementing this role, the Commissioners perform four major functions: 1) policy making; 2) oversight; 3) adjudication; and 4) public liaison.

During FY 2007 the Commission lost two (2) Commissioners who relocated from our Community because of employment opportunities. Commissioners Angela Slaton and Andrea Coleman both re-signed during the fiscal year.



Members of the Commission discuss community issues during a Monthly Commission meeting.

The Commissioner's organization is made up five (5) committees. The FY2007 Committees were as follows:

**Executive Committee**

Rabbi Marc A. Kline, Chair  
Andrea Coleman, Vice Chair  
Luis Wayne Sanchez, Treasurer  
Magdalena "Biby" Tinajero, Secretary

**Budget Committee**

Wayne Sanchez, Chair  
Wardell Johnson  
Jeff Jones  
Marc Kline  
Gloria Rie

**Community Relations Committee**

Mahjabeen Rafiuddin, Chair  
Andrea Coleman  
Faye Liebermann  
Gloria Rie  
Jenny Sutton-Amr  
Biby Tinajero  
Melanie Tyner-Wilson

**Housing Committee**

Gwen Godfrey, Chair  
Andrea Coleman  
Adela DeLeon  
Faye Liebermann  
Biby Tinajero  
Melanie Tyner-Wilson

**Personnel & Policy Committee**

Jeff Jones, Chair  
Wardell Johnson  
Mahjabeen Rafiuddin  
Gloria Rie  
Jenny Sutton-Amr

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Commission Chair Rabbi Marc Kline, Fair Housing Luncheon Guest Speaker Bob Ardinger, Commissioner Gwen Godfrey and Former Commissioner Samye Miller Stith

## Commissioners at Work

<b>Commission Meetings .....</b>	<b>12</b>
<b>Internal Committee Meetings .....</b>	<b>16</b>
<b>Public Hearings .....</b>	<b>4</b>
<b>Reconsiderations.....</b>	<b>12</b>
<b>Community Meetings Attended...</b>	<b>10</b>
<b>Community Events Attended.....</b>	<b>38</b>
<b>Trainings Attended .....</b>	<b>8</b>

*“In order to get beyond racism, we must first take account of race. There is no other way. And in order to treat some persons equally, we must treat them differently.”*  
**- Harry A. Blackmun**



Executive Director William Wharton visits with Judge Joe Bouvier while Commissioner Mahjabeen Rafiuddin speaks with Assistant Chief Ronnie Bastin at the Commission's Open House in December of 2006.



Commissioner Jenny Sutton-Amr gives a presentation on Islamic Culture to the Commission.



Former Commissioners Samye Miller and Carolyn Edwards

## STAFF



William D. Wharton  
Executive Director



Tami J. Reed  
Senior Office  
Manager



Raymond A. Sexton  
Supervising  
Investigator



Tiffany A. Tatum  
Investigator I



Edward E. Dove  
Commission  
Attorney

## INTERNS



Jonathan Goodan  
University of Kentucky



Nicole Lally  
University of Kentucky



Katie Tenebaum  
University of Kentucky



Katherine Williams  
Morehead State  
University

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**LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION**

**Chair**

Rabbi Marc A. Kline

**Vice Chair**

Andrea Coleman

**Secretary**

Magdalena "Biby" Tinajero

**Treasurer**

Luis Wayne Sanchez

**Commissioners**

Adela DeLeon

Gwen Godfrey

Wardell Johnson

Jeff Jones

Faye Liebermann

Mahjabeen Rafiuddin

Gloria Rie

Angela Slaton

Jenny Sutton-Amr

Melanie Tyner-Wilson

**Executive Director**

William D. Wharton

**Commission Attorney**

Edward E. Dove

**Staff**

Tami J. Reed

Raymond A. Sexton

Tiffany A. Tatum



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