



# 2013-2014 ANNUAL REPORT

## LEXINGTON - FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

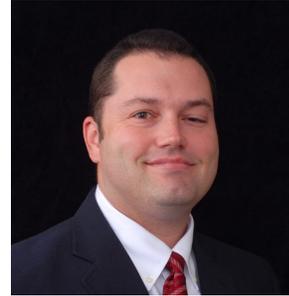
RAYMOND SEXTON  
EXECUTIVE DIRECTOR

LETTER FROM THE DIRECTOR



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: FY2013-FY2014 Annual Report

Dear Mayor Gray:

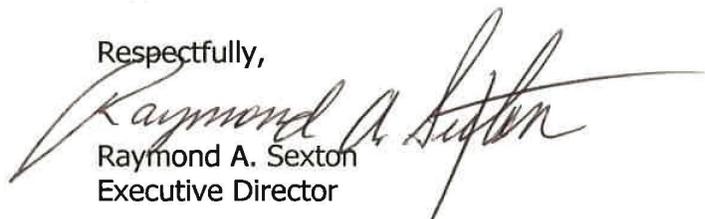
On behalf of the Lexington-Fayette Urban County Human Rights Commissioners and staff, I am pleased to share our FY2014 annual report.

This fiscal year has been a very productive year for the Commission. The board has remained almost at full capacity and has spent a great deal of time reviewing and amending policies and procedures. Staff continues to fulfill contractual obligations with our federal partners while expanding our community relations endeavors.

This has truly been a unique year. Support from the Urban County Government and additional funding through a partnership grant through HUD has allowed us to implement our "Rent to Me" housing discrimination marketing campaign. We've been able to use marketing methods that haven't been available to us in a long time due to budget constraints. This has included billboards, radio commercials, print ads and bus advertisements. With this marketing campaign, we've been able to reach many individuals in under-served populations.

I am proud of the continued direction of the Commission. Our commissioners and staff remain dedicated to improving the services we provide to the community. We are very grateful to you and the Urban County Council for your support.

Respectfully,



Raymond A. Sexton  
Executive Director



# 2013-2014

## ANNUAL REPORT

### GAME TIME - 1ST PITCH

### LEXINGTON HUMAN RIGHTS COMMISSION

### NIGHT AT THE LEGENDS

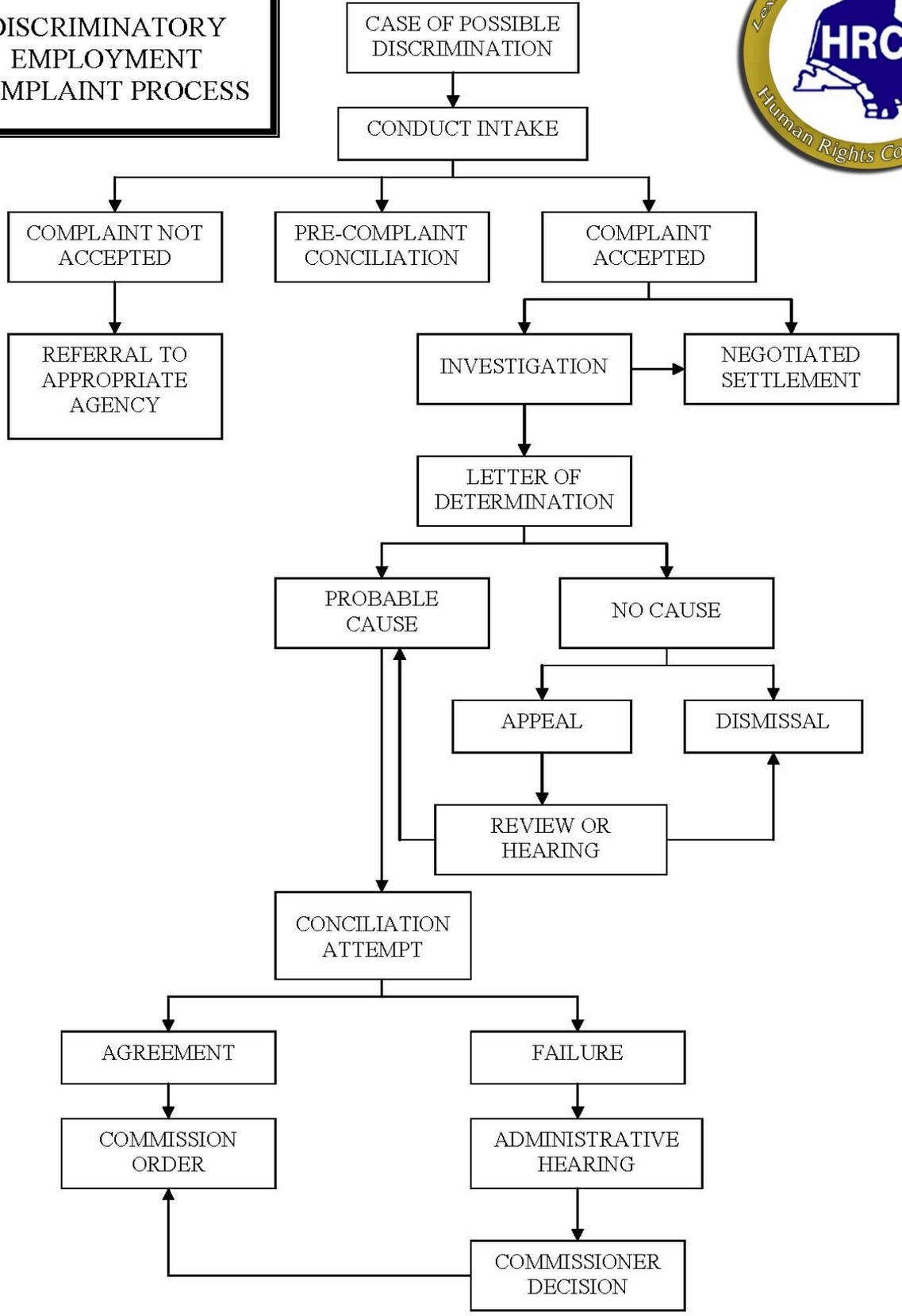


**KNOCKING HOUSING**

**DISCRIMINATION OUT OF THE PARK**



# DISCRIMINATORY EMPLOYMENT COMPLAINT PROCESS





2013-2014

**EXECUTIVE COMMITTEE**

**REV. ANTHONY EVERETT**

Commission Chair



**CRAIG CAMMACK**

Commission Vice Chair



**BOB ORBACH**

Commission Secretary



**MIKE ADES**

Commission Treasurer





2013-2014

**C O M M I S S I O N E R S**

**ALEX SCUTCHFIELD**

Commissioner



**BRENDA MANNINO**

Commissioner



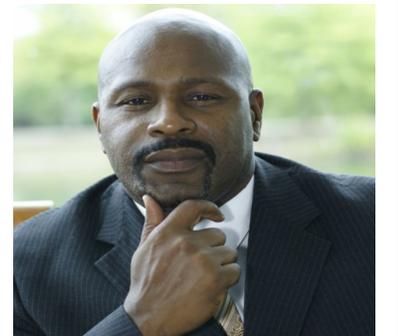
**REV. KENNETH GOLPHIN**

Commissioner



**DR. ROGER CLEVELAND**

Commissioner





2013-2014

**COMMISSIONERS**

**THAER QASEM**  
Commissioner



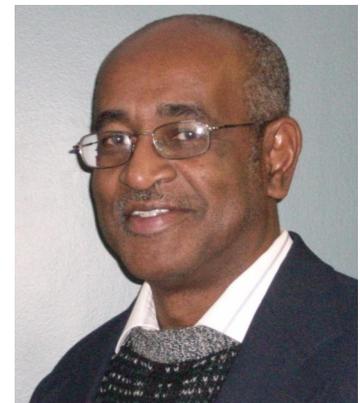
**LETONIA JONES**  
Commissioner



**THERESA PARKS**  
Commissioner



**VIBERT FORSYTHE**  
Commissioner



COMPLIANCE

## Complaints Filed by Basis 2012 to 2014

*Note: There are more bases than number of complaints filed each year because some complaints list more than one basis.*

Basis	2012	2013	2014	Totals
Race	39	66	54	159
Sex	26	22	19	67
Age (40+)	13	5	11	29
Religion	3	2	2	7
Disability	15	25	29	69
National Origin	4	4	9	17
Sexual Orientation	7	3	3	13
Familial Status	3	4	6	13
Retaliation	1	2	19	22
<b>Totals</b>	<b>111</b>	<b>133</b>	<b>152</b>	<b>396</b>

Over the past two years the Human Rights Commission has increased the number of cases overall by thirty-seven percent. Including a fifteen percent (15%) increase during the 2013-2014 fiscal year.

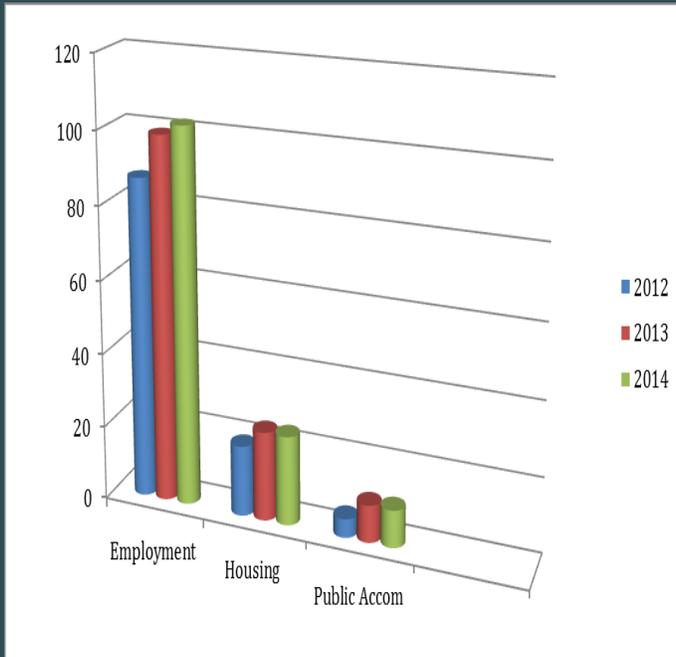
## COMPLIANCE

**The compliance section** is made up of two investigators, the office manager, commission attorney and the executive director. The primary function of this section is to investigate discrimination complaints in employment, housing, and public accommodations based on race, color, age, sex, national origin, disability, religion, familial status and sexual orientation/gender identity. In addition to the enforcement of anti-discrimination laws, team members also participate in community outreach and education.

**Our anti-discrimination process** begins when you come through the door, submit an online questionnaire, or call and speak with one of our investigators. An investigator then receives your preliminary information, and makes a decision as to whether or not your case is one for our agency, or better appropriated to another. Every case we investigate must fall in to one of seven protected categories, or classes. Once we determine ourselves to have jurisdiction of your complaint, we begin a structured interview process with the Charging Party. After interview, Charging Party signs a form that is then mailed out to the appropriate Respondent agency, at which point the investigation is made active. The named Respondent then answers this complaint with a “position statement,” and Charging Party is then called on, and returns to our office to “rebut” the arguments of the Respondent under possibility of pretext. This generally leads to a final request for information from the Respondent based upon the additional facts presented by Charging Party at their time of rebuttal. Upon receiving this final information requested, the investigator then makes an informed decision as to whether or not discriminatory intent can be proven by a “preponderance of the evidence.” Throughout the course of our process, investigators pursue possibility of a settlement with Charging Parties and Respondents. If such a settlement cannot be reached, an investigator will issue on a “Probable Cause” or “No Probable Cause” determination, and submit it for review to the Executive Director. At this point, depending on our agency’s determination, a Charging Party may either appeal a “No Probable Cause” determination, or a “Probable Cause” determination will proceed in to mediation efforts. If mediation efforts fail to resolve a “Probable Cause” determination, the staff attorney then receives the complaint to pursue administrative or civil action.



DISCRIMINATION COMPLAINTS FILED 2012-2014



3 - Year Comparison

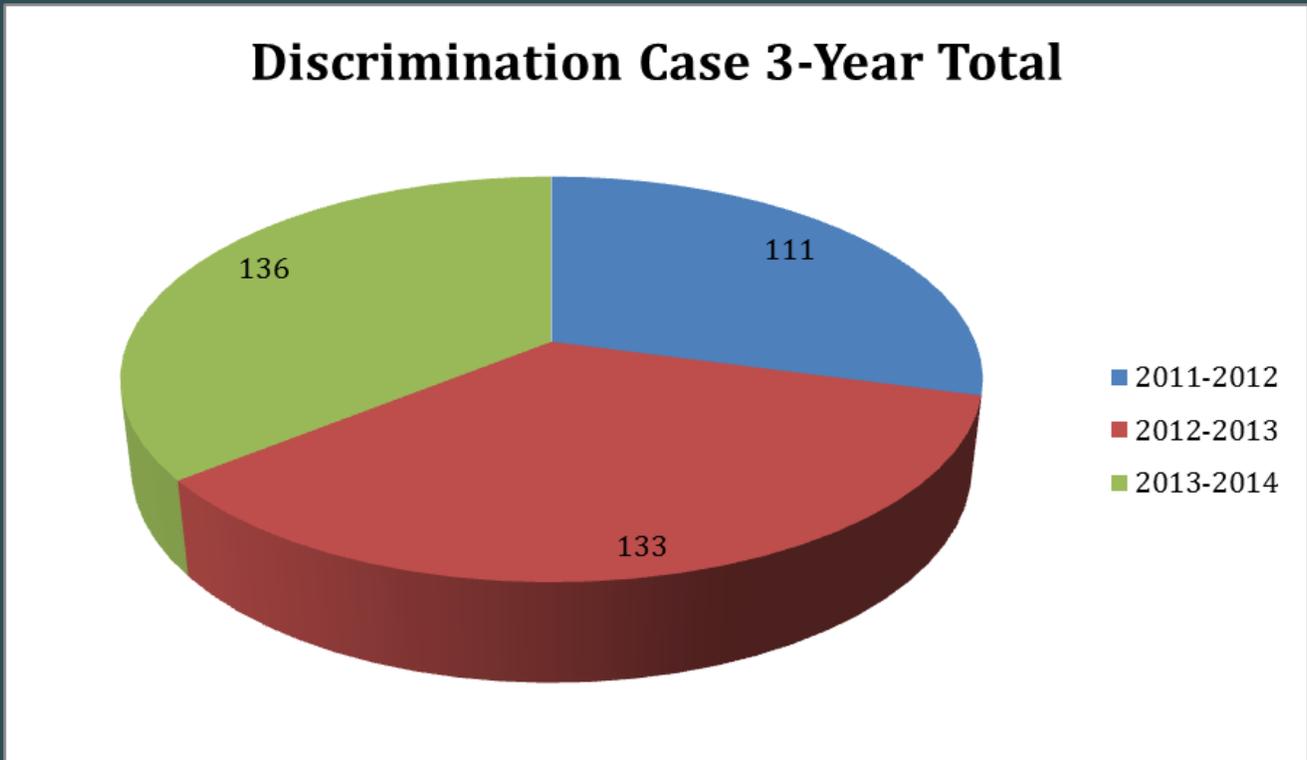
Employment

Housing

Public Accommodation

AREA	2012	2013	2014
Employment	87	99	102
Housing	19	24	24
Public Accommodations	5	10	10
<b>Totals</b>	<b>111</b>	<b>133</b>	<b>136</b>

DISCRIMINATION COMPLAINTS COMPLIANCE TOTALS



The Lexington Fayette Urban County Human Rights Commission’s fiscal year runs from July 1st - June 30th. During the last half of the 2013-2014 fiscal year, The Commission was issued a grant from HUD that allowed them to develop a marketing campaign based on discrimination in housing. The grant helped increase awareness of the different types of discrimination that newly relocated refugees and domestic violence victims face when starting over within Lexington-Fayette County.



## 2013-2014 S T A F F

### **RAYMOND SEXTON (16 YEARS)**

#### **EXECUTIVE DIRECTOR**

Raymond Sexton has been employed with the Lexington Human Rights Commission since December of 1997. Raymond began his employment as an investigator, being responsible for the initiation and investigation of complaints regarding discrimination in employment, housing, and public accommodations. 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 minor in Communications.



### **TAMI REED (23 YEARS)**

#### **SENIOR OFFICE MANAGER**

Tami Reed has been employed with the Lexington -Fayette Urban County Human Rights Commission since April of 1991. Tami began her employment as the Case Monitor and was soon promoted to the position of Office Manager. Tami has received housing Investigator training through the U.S. Department of Housing and Urban Development (HUD) and is a 2007 graduate of the National Fair Housing Training Academy. Tami currently serves as the Senior Office Manager, a position which combines the duties of Case Monitor and Office Manager. A long-time resident of Lexington, Tami graduated from Henry Clay High School and attended the University of Kentucky.



2013-2014

**S T A F F**

**TRACEY BURKETT**

Commission Attorney



**ASTARRE' GUDINO**

Community Relations Coordinator



**MARJORIE GONZALEZ**

Bilingual Investigator II



**AARON SLATTEN**

Investigator II



COMMUNITY RELATIONS-OUTREACH IS KEY



LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS

COMMUNITY RELATIONS  
2014 HUD FHAP GRANT



RENT TO ME  
Marketing Campaign  
2014



COMMUNITY RELATIONS  
2014 HUD FHAP GRANT



# RENT TO ME

**“45% of homeless domestic violence victims stay or return to their abuser because of limited housing options.”**  
(Wilder Research Center)

**“I am a Mother”**



**WWW.LFUCHRC.ORG**

Lexington-Fayette Urban County  
Human Rights Commission  
**(859)252-4931**

**f** facebook.com/LEXHRC  
**t** @Lexhumanrights



EQUAL HOUSING OPPORTUNITY

The 2014 Anti-Discrimination in Housing campaign was designed by the Lexington - Fayette Urban County Human Rights Commission to help bring awareness to the issues of National Origin and Domestic Violence. The two topics brought to public attention by HUD as topics of interest around housing and employment. Discrimination due to domestic violence, when it comes to housing, falls under the protected class sex and gender, and has grown substantially in the area over the last couple of years, along with discrimination based on national origin. The Kentucky Housing Corporations *10 Year Plan to End Chronic Homelessness* reports 46% of chronically homeless individuals in Kentucky report occurrences of domestic violence, a correlation that is hard to ignore. Also, a recent report published by the Wilder Research Center found that 45% of homeless domestic violence victims stay with or return to the abuser because they have no other housing options. We see similar trends with national origin. Discrimination based on National Origin has nearly doubled over the last decade according to the *EEOC, enforcement and Litigation Statistics report*. These statistics show the need for not only awareness in Fayette County but also education and action.

Discrimination against women who have faced domestic violence is often based on gender stereotypes about battered women. One such stereotype is that if a battered woman is experiencing domestic violence, it is her fault, because she must be causing it or allowing it to happen. When a landlord relies on such a gender stereotype to punish a victim of domestic violence, the landlord discriminates on the basis of sex. General stereotypes or leases that are written with certain clauses that force women to choose between contacting police and being evicted also play a role in the discrimination. The discrimination

COMMUNITY RELATIONS  
2014 HUD FHAP GRANT

in the case of people from different countries the discrimination comes in a different form. It has more to do with the way current leases are written that does not allow people that are refugees to qualify on several different aspects. When you have refugees that are moving into Lexington-Kentucky from other countries like the Congo for example, they cannot qualify under most rental applications. They have no social security number, they have no job history and no rental history. Most, if not all leases leave no room to accommodate someone that is just moving here from another country. This leaves our new citizens with very little options once they arrive in the United States and Lexington, KY.

The Rent to Me campaign focuses on these two protected classes to simply bring awareness to these two very different, yet very important protected classes. Two classes that are sometimes misunderstood or overlooked here in Lexington-Fayette county and nationally. The campaign was designed to bring awareness to the residents of Lexington, KY and surrounding counties through direct marketing and advertising. The campaign has been featured on billboards, LexTran buses, and six separate radio channels from R&B to Country and Top 40's. The campaign was featured in May of 2014 at the Lexington Legends game. The billboard photos were hung at all of the entrances, the Lexington - Fayette Urban County Human Rights Commission logo was displayed on over 1000 Lego men that were given out to the 1st 1000 guests, we conducted a radio interview on ESPN Radio and Ray Sexton, Executive Director, threw out the 1st pitch of the game. It was also featured at the 1st Annual Refugee Day Conference and the opening meeting of the Greater Lexington Apartment Association. The campaign will end in December of 2014.



**RENT TO ME**

“Since 2007 more than 4.2 million Iraqis have been displaced due to violence and war.”  
(2007) USA Today

“I am your neighbor”



**WWW.LFUCHRC.ORG**

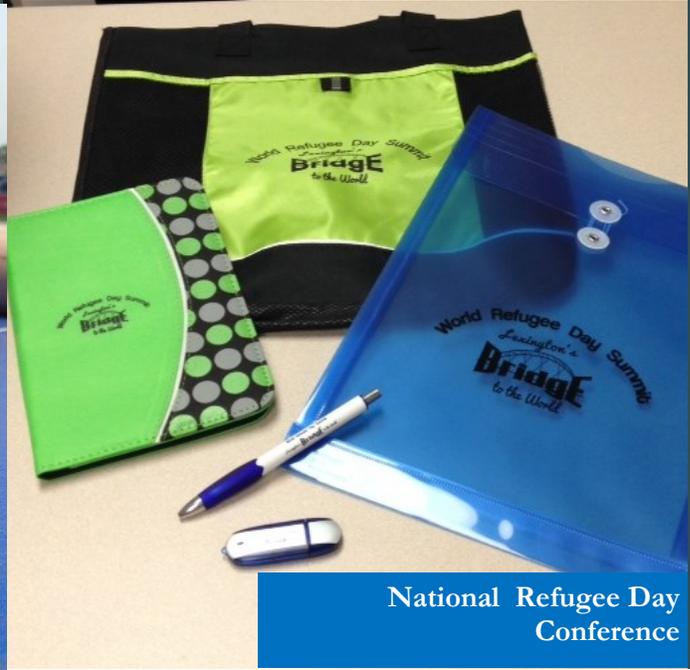
Lexington-Fayette Urban County  
Human Rights Commission  
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**t** @Lexhumanrights



EQUAL HOUSING  
OPPORTUNITY

COMMUNITY RELATIONS  
2014 ACTIVITIES



# LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS

## COMMUNITY RELATIONS 2014 ACTIVITIES



Sincerely Held Beliefs Forum  
Carnegie Center, Lexington KY



Rent To Me in The Air  
Lamar Billboards



EEOC TAPS Reception  
Castle Hill Winery



50 year Anniversary  
March on Washington, DC



HRC on the Legends Field



Martin Luther King  
Celebration Breakfast 2014

COMMUNITY RELATIONS - OUTREACH IS KEY



## COMMUNITY RELATIONS 2014 ACTIVITIES

Community Relations in the Lexington-Fayette Urban County Human Rights Commission is a growing area. In the past year we have increased our case load and event attendance by building significant community partnerships. The importance of community partnerships has never been more important than it is at this time. Communities across the nation are being torn apart by thoughtless crimes and it really does take a village to build trust and unity. The national news is being dominated by stories of police brutality, systematic racism and hate crimes on many different levels. It takes community members and community organizations to come together and say enough is enough. Our local community has done just that by coming out and showing their support of the many different meetings and events that we have held this year to bring awareness and togetherness. The Commission has developed many partnerships during the 2013-2014 fiscal year. Including, but not limited to, community partnerships with the Lexington Police Department, Kentucky Refugee Ministries, GreenHouse17, the University of Kentucky, The West End Neighborhood Association, The East End Neighborhood Association, and many others. At the beginning of 2014, the Lexington Fayette Urban County Human Rights Commission held a public forum in partnership with the Lexington Police Department, The U.S. Department of Justice, the Federal Bureau of Investigation (F.B.I.) (Louisville, KY) and Internal Affairs. The meeting was a city - wide open conversation with the chief of police. Over 60 people showed up that evening to discuss racial profiling and other concerns that community members face here in Fayette county. The meeting was followed by a racial profiling seminar lead by Walter Atkinson of the Atlanta Division of the U.S. Department of Justice. The seminar went through a variety of different training methods and answered several questions about what is and what is not racial profiling. Mr. Atkinson also showed a very interactive video about how and why police often make the choices they do based on the information they are given. The Commission received lots of positive feedback from this session and then took the format to a smaller group located on the West End of Lexington to discuss more specifically the issues that community members face in this targeted area of town.



Lexington Kentucky Community Members, Members of the Lexington Police Department, and Councilman Chris Ford Interacting during the 'West End Open Conversation with the Chief' discussing racial profiling May 22, 2014, BCTC Newtown Pike campus.



COMMUNITY RELATIONS  
2014 ACTIVITIES

Overall The Commission has increased its community involvement by more than 30% this year by participating in events such as the MLK March on Washington, the Domestic Violence Conference, sponsoring and marching in the 50 year anniversary March on Frankfort, writing a \$162,000 HUD FHAP grant, partnering with the police department to hold community conversations with the chief, hosting a Lexington Legends game and handing out 1000 Lego men, attending diversity trainings and hosting diversity training, and so much more. The 2013-2014 fiscal year for the Lexington Fayette Urban County Human Rights Commission proved to be a very busy and very successful year.



**The MLK 50 Year Anniversary March on Washington, Washington D.C. August 2013**

The Lexington Human Rights Commission sponsored a bus that carried 34 people from Lexington Kentucky to Washington, DC to help commemorate the 50 Year anniversary of the March on Washington. Fifty years ago, they marched for jobs and freedom and fifty years later,



hundreds of thousands of people returned to commemorate this important event in history. The 34 people that took the bus from Lexington, KY to Washington, DC all had different reasons for wanting their seat. The reasons ranged from college research to walking with a disability, “to show that we can all stand for something.”



Reverend Anthony Everett,  
On the panel of the  
Sincerely Held Beliefs Forum



Fair Housing and Diversity Training,



EEOC Taps Reception - Castle Hill Winery  
Celebrating the EEOC TAPS Program and our  
Continued Partnership



## COMMUNITY RELATIONS 2014 ACTIVITIES

One way we educate the community is through trainings. We offer individualized training to businesses and to the general public. All of our workshops can be tailored to fit your individual needs. This year we have conducted more than 30 trainings for Lexington Fayette County.

### TRAININGS AVAILABLE

#### **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 process, evictions, terms and conditions, familial status, disability etc.)
- \*How to respond to a complaint of discrimination.

#### **TITLE VII AND ADEA**

- \*What are the employers responsibilities and obligations?
- \*How to limit liability.

#### **TITLE VII AND ADEA (CONTINUED)**

- \*Current legal and workplace trends
- \*How to conduct investigations.
- \*How to respond to a discrimination complaint.
- \*How to avoid discrimination charges.

#### **SEXUAL HARRASSMENT**

- \*How to recognize sexual harassment.
- \*The employers and supervisors responsibilities.
- \*How to conduct an investigation.
- \*Avoiding Liability.
- \*How to write a sexual harassment policy.
- \*Current legal and workplace trends.



## 2014 FAIRNESS

Raymond Sexton, Executive Director, Lexington Fayette Urban County Human Rights Commission was Nominated for the 2014 Fairness Award. The Fairness awards were held at the Grand Reserve on June 19, 2014. Raymond Sexton was accompanied by Community Relations Coordinator, Astarre Gudino .



## COMMUNITY RELATIONS 2014 ACTIVITIES

*Trainings Continued )*

### AMERICANS WITH DISABILITIES

#### ACT OF 1990

- \*What is it?
- \*What topics are covered?
- \*Who is protected?
- \*What employment decisions are covered?
- \*What can I ask during an interview?
- \*Which actions constitute employment discrimination?

### 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 mediation.

Trainings can be conducted to fit any situation or audience. It is better to know that to be under investigation. We conduct trainings free of charge here in Lexington-Fayette County. Please contact us with any questions or concerns you may have before it is too late.



## Commissioners In Action 2013 - 2014



LEXINGTON-FAYETTE  
URBAN COUNTY HUMAN  
RIGHTS COMMISSION  
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LEXINGTON, KY 40507

CONTACT INFORMATION  
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