

The Lexington-Fayette Urban County Human Rights Commission is an independently chartered agency of the Lexington-Fayette Urban County Government. The Lexington Commission on Human Rights was created in June of 1963, and the Commission was reconstituted by the charter created when the city of Lexington and Fayette County united into one urban county government in 1974, thus creating the current Lexington-Fayette Urban County Human Rights Commission.

The Commission has a Board of 14 Commissioners who serve four (4) year terms. The Mayor's Office is responsible for appointing new Commissioners, ensures that the Commission is representative of the social, economic, cultural, ethnic, and racial population of Lexington-Fayette County. The Commission Board is made up of five (5) subcommittees:

- ◆ Executive
- ◆ Budget
- ◆ Personnel & Policy
- ◆ Community Relations/Housing

Local Ordinances 199-94 and 201-99 give the Commission the right to investigate complaints of discrimination in Lexington-Fayette County based on:

Employment

Race, Color, Age (40+), Sex, National Origin, Disability, Religion, Sexual Orientation/Gender Identity, and/or Retaliation

Housing

Race, Color, Sex, National Origin, Disability, Religion, Sexual Orientation/Gender Identity, Familial Status and/or Retaliation

Public Accommodation

Race, Color, Religion, National Origin, Sexual Orientation/Gender Identity, and/or Disability

Approximately 85% of the complaints investigated by the Commission each year are employment based.

HATE & BIAS

The Commission also accepts and investigates reports of hate/bias related activities. The Commission gathers this information for various reason, including:

- ◆ To get a better understanding of the social, economical, cultural, racial, religious, ethnic and youth violence problems in Fayette County;
- ◆ To target groups, as well as settings, in which violence typically occurs to develop prevention strategies;
- ◆ For use in programs/workshops and ethnic events to promote cultural learning and education of the importance of understanding and acceptance;
- ◆ To monitor hate/bias activity in order to make recommendations to policymakers for the increased need for protection.

COMMUNITY RELATIONS PROGRAMS

The Human Rights Commission has a variety of programs/projects available through their extensive Community Relations Program.

WORKSHOPS

A variety of workshops are available to the community upon request. Topics include:

- ◆ Fair Housing
- ◆ Sexual Harassment
- ◆ Americans with Disabilities Act of 1990
- ◆ Gender Roles in the Workplace
- ◆ Title VII and ADEA
- ◆ Responding to Complaints of Discrimination
- ◆ Human Diversity/Prejudice Reduction
- ◆ Conflict Resolution

RESOURCE LIBRARY

The Commission has a full-service resource library containing books, articles, videos, and other materials on topics such as sexual harassment, cultural diversity, fair housing, employment law, human resources, hate/bias, disability/accessibility and many more. Resources are available to be checked out for a period of 14 days. The Library is open Monday through Friday from 8:30 a.m. to 4:30 p.m.

COMMISSION PUBLICATIONS

The Commission has a variety of publications available to the community:

- ◆ Newsletter ***On Fair Ground*** (semiannually)
- ◆ Mortgage Lending Study (1995-1996 and 1997)
- ◆ Apartment Testing Study (1996)
- ◆ Brochures (*Sexual Harassment, Hate/Bias, Fair Housing, Disability, Ending Racism, Pre-employment Inquiries, How to File a Complaint, How to Respond to a Complaint, Facts about Fact Finding, Home Buying, Fair Housing Facts for Housing Providers, Architects and Builders: Are you in Compliance with the Fair Housing Act?, The Fairness Ordinance*)

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.

UNIQUESNESS

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.



Lexington-Fayette Urban County Human Rights Commission

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Chair

Craig Cammack
Vice Chair

Michael Ades
Treasurer

Anthony Everett
Secretary

Commissioners

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Tami J. Reed
Senior Office Manager

Marjorie Henderson
Investigator I

Aaron M. Slatten
Investigator II

Astarré Gudiño
Community Relations Coordinator

Tracey Burkett
Commission Attorney



**HUMAN
RIGHTS
COMMISSION**

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