

City of Lincoln
Commission on Human Rights

2007

Annual Report



Let's pull together
before we're torn apart.

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CITY OF LINCOLN
NEBRASKA

MAYOR CHRIS BEUTLER
lincoln.ne.gov

Office of the Mayor
555 South 10th Street
Suite 208
Lincoln, Nebraska 68508
402-441-7511
fax: 402-441-7120
mayor@lincoln.ne.gov




February 1, 2008

Dear Friends:

It has been another year of accomplishments for the Lincoln Commission on Human Rights (LCHR), which serves the community as the chief law enforcement agency for civil rights. This annual report for 2007 details the many ways LCHR, with limited resources and staff, has fulfilled its mission of enforcing our civil laws and providing educational outreach opportunities.

In the past year, LCHR investigated and closed 111 complaints, which resulted in more than \$64,000 in monetary recoveries for clients. LCHR also received 113 new complaints in 2007. The number of intakes and closures and amount of monetary recoveries mark some of the highest numbers in the last 10 years. While these numbers point to the hard work of LCHR, they also, unfortunately, are a strong indicator that discrimination continues to exist in our community.

LCHR reached more than 3,000 residents in more than 65 different settings with civil rights information and education. The Fair Housing Conference remains one of the top events of its kind in the Midwest. I hope you are able to attend this year's conference March 25th and 26th as we recognize the 40th anniversary of the Fair Housing Act. We must continue to change attitudes and beliefs through education and open dialogue, and I believe LCHR continues to move forward in that area.

I hope you will take time and review this report and see the value of the Lincoln Commission on Human Rights in this community as we seek to make Lincoln the best it can be.

Sincerely,

Chris Beutler
Mayor, City of Lincoln

Executive Director



February 1, 2008

Dear Friends:

As Director, I am proud to present the 2007 Lincoln Commission on Human Rights Annual Report. Each February 1st we report to the Mayor, the City Council and the community at large our activities for the proceeding year.

As the chief civil rights law enforcement agency for the City of Lincoln, we have seen a steady number of intakes over the past several years. In spite of all our efforts, the enactment of laws, various court decisions and the activities of other groups, it is my assessment that discrimination continues to be an issue in our community and to some extent is getting worse.

The Lincoln Commission on Human Rights has investigated and resolved more than 111 complaints and secured more than \$64,000 in monetary settlements for clients during 2007. Our education and outreach efforts are a strong point of our agency's mission, and during the past year we sponsored and/or facilitated more than 65 programs reaching more than 3,000 people. It is through outreach, education and effective enforcement that we can eliminate discrimination.

We take great pride in Lincoln for our quality of life. We have diverse neighborhoods, good schools, decent roads, excellent libraries, a low crime rate, an expansive park and trail system, a vibrant business community and an efficient government. We continue to grow and meet the challenges of the 21st Century. However, there are troubling signs throughout this community and generally in our nation that should give us pause. It is simply amazing how history repeats itself, and yet, lessons learned are easily forgotten. How we treat one another is as important as anything else we attempt to do or accomplish. Not everyone in our community has an equal opportunity when it comes to employment, housing and public accommodation, and for the City of Lincoln, this is just not acceptable.

My gratitude and thanks to Mayor Chris Beutler, the City Council and Commissioners for their support. Most of all, a very big thanks to our highly dedicated staff members: Ms. Colleen Floth, Ms. Margie Kniep, Ms. Maria Fernanda Joya and Ms. Angela Wortman. I want to publically acknowledge their hard work, dedication, support and their strong belief that we can make a difference in our community

The struggle for equal opportunity continues and the Lincoln Commission on Human Rights is committed to doing the work that is necessary to achieve this goal. Join us in that effort. Help us a build ONE LINCOLN.

Sincerely,

A handwritten signature in cursive script that reads "Larry Williams". The ink is dark and the signature is written in a fluid, personal style.

Larry Williams
Director

Commission Chair



February 1, 2008

Dear Citizens and Friends,

It has once again been both a great pleasure and a great honor to have served as the Chair of YOUR Lincoln Commission on Human Rights. This truly is an organization that each citizen of Lincoln can, and should be, proud of. Imagine being a victim of age discrimination in a job search, or going to rent an apartment and being excluded because you have children, or being mistreated at a grocery store because of your race. Now imagine that you had no where to turn for justice. Without the Lincoln Commission on Human Rights that would at times happen. Might some people take matters "into their own hands?" This is just one of the reasons that I am very thankful to live in a city like Lincoln. A city that desires to pride itself in justice for all, brought about in a peaceful civilized manner. The investigation and handling of discrimination complaints is one of the main concerns of the commission, but not the only one.

I am also very proud to serve on The Lincoln Commission on Human Rights due to its educational outreaches. The staff at LCHR spends countless hours each year providing educational opportunities to the community. Thousands of citizens being educated in an effort to avoid the very discrimination cases that we would otherwise sit in judgment over. (WOW! What if every governmental agency worked like that?) I know I speak for the staff at LCHR as well as my fellow commissioners when I say that discrimination prevented is more desirable than discrimination corrected. That's because even though we can and will take steps in an effort to make the injured person "whole" again, we cannot erase the memories of discrimination that can sting to the very soul of the person. In fact, if these discriminatory acts went completely unchecked, it would begin to take our community back to the very dark days prior to the civil rights movement of the fifties and sixties that has provided a measure of healing to this nation that was so in need.

In closing, let me take a moment to thank two outgoing commissioners, who will not continue with us into 2008. Maisun Allahi, who has served as our Vice Chair the last two years and Linda Willard, who is being term limited out after eight years of dedicated service. I thank them both and look forward to seeing them in the community. To the remaining commissioners as well as to those who will now join us, I look forward to serving with you this upcoming year as we continue our efforts to see our motto, "Let's Pull Together, Before We're Torn Apart" become a reality in Lincoln.

Best Regards,

A handwritten signature in black ink, appearing to read "DFikar". The signature is fluid and cursive.

David Fikar
Chair

2007 Commissioners



Bottom row, left to right: Linda Willard, David Fikar - Chair, and Karla Cooper. Top row, left to right: Maisun Allahiq - Vice Chair, Wendy Francis, Dick Noble, and Sitaram Jaswal. (Not pictured, Lori Lopez Urdiales.)

The LCHR Commission is a nine member board of diverse people who hear and decide the cases presented to them. They are volunteers who are appointed by the Mayor and approved by the City Council. An additional goal of the Commission is to continue educating the public on the discrimination laws in the hope of preventing and eventually eliminating unlawful discrimination. They meet on the last Thursday of each month at 4 p.m. in the City Council Chambers of the County/City Building.

Mission

The administration of the Human Rights Division supports the enforcement of all provisions of Title 11 of the Lincoln Municipal Code. To receive, settle, conciliate, investigate, issue findings, and hold public hearings on complaints alleging discrimination based on race, color, religion, sex, disability, national origin, familial status, age, ancestry, marital status, and retaliation.

To perform functions and activities with community groups, businesses, schools, and governmental entities for the purpose of promoting understanding between races, cultures, and sexes, and to work to eliminate inequalities and sources of inter-racial friction.

Review all City of Lincoln procurement bids and awards in excess of \$10,000.00.

Review DBE (Disadvantaged Business Enterprises) program of minority and women-owned businesses and maintain directory.

Goals

To eliminate and prevent all forms of illegal discrimination, to assure and foster equal opportunity for all citizens of the City, and to act in all matters within its jurisdiction.

The Commission's Role

The Commission is a NEUTRAL agency. We do not serve as either side's lawyer, advocate, or advisor. We are not prosecutors. We do not take the side of either the complainant (the person who filed the complaint) or the respondent (the alleged discriminator).

The job of the Commission is:

- to *investigate* complaints of discrimination
- to *settle* complaints, if possible
- to *determine*, after investigation, whether there was discrimination in violation of the City of Lincoln Equal Opportunity Ordinance
- to *order remedies* if the complainant proves at a hearing that discrimination has occurred

Agency Staff



Sitting, left to right—
Senior Civil Rights
Investigator Colleen Floth
and Executive Director
Larry Williams. Standing,
left to right—Civil Rights
Investigator Angela
Wortman, Senior Office
Assistant Margie Kniep,
and Intern Maria
Fernanda Joya.

Larry Williams, Executive Director
(402) 441-8691
lwilliams@lincoln.ne.gov

As Director, Larry provides leadership in the planning, developing, coordinating and administering the day to day operations of the Lincoln Commission on Human Rights. This includes the overall program of education to prevent and eliminate discrimination and the entire investigative process for complaints received. In addition, Larry is available for public speaking on the issues of equal opportunity, civil rights issues, diversity and discrimination. He is also charged with increasing contracting opportunities for women and minority businesses in the city.

Colleen Floth, Senior Civil Rights Investigator
(402) 441-8690
cfloth@lincoln.ne.gov

Colleen does intake and investigates allegations of violations of Title 11 of the Lincoln Municipal Code in employment, housing, and public accommodations. She is also responsible for all conciliations after the Commission has made a reasonable cause finding. Colleen develops and conducts training in all areas of the law, but specializes in the area of employment, and public accommodations. She is the liaison with the U.S. Equal Employment Opportunity Commission, and represents LCHR on the Lincoln Realtor's Association's Equal Opportunity Committee. Colleen has worked in the area of Civil Rights

(Continued on page 8)

Agency Staff

(Continued from page 7)

since 1979, with a thorough knowledge and understanding of the local, state, and federal civil rights laws. She is available to assist with training and provide technical assistance to the general public, employers, employees, as well as housing and service providers.

Angela Wortman, Civil Rights Investigator
(402) 441-3870
awortman@lincoln.ne.gov

Angela is the person responsible for the intake and investigation of complaints alleging a violation of Title 11 of Lincoln's Municipal Code. She serves as the primary investigator for housing complaints, which includes settlement of these complaints, and is the agency's liaison with HUD. In addition, Angela conducts various training and outreach sessions, specializing in the area of housing as the result of settlement agreements or at the request of employers and housing providers. Angela has an Associates Degree as a Paralegal, and started with LCHR as an intern in 1997, and has been an investigator since 2000. She is available to assist with training and provide technical assistance to the general public, landlords, property management companies, employers, and employees.

Margie Kniep, Senior Office Assistant
(402) 441-7625
mkniep@lincoln.ne.gov

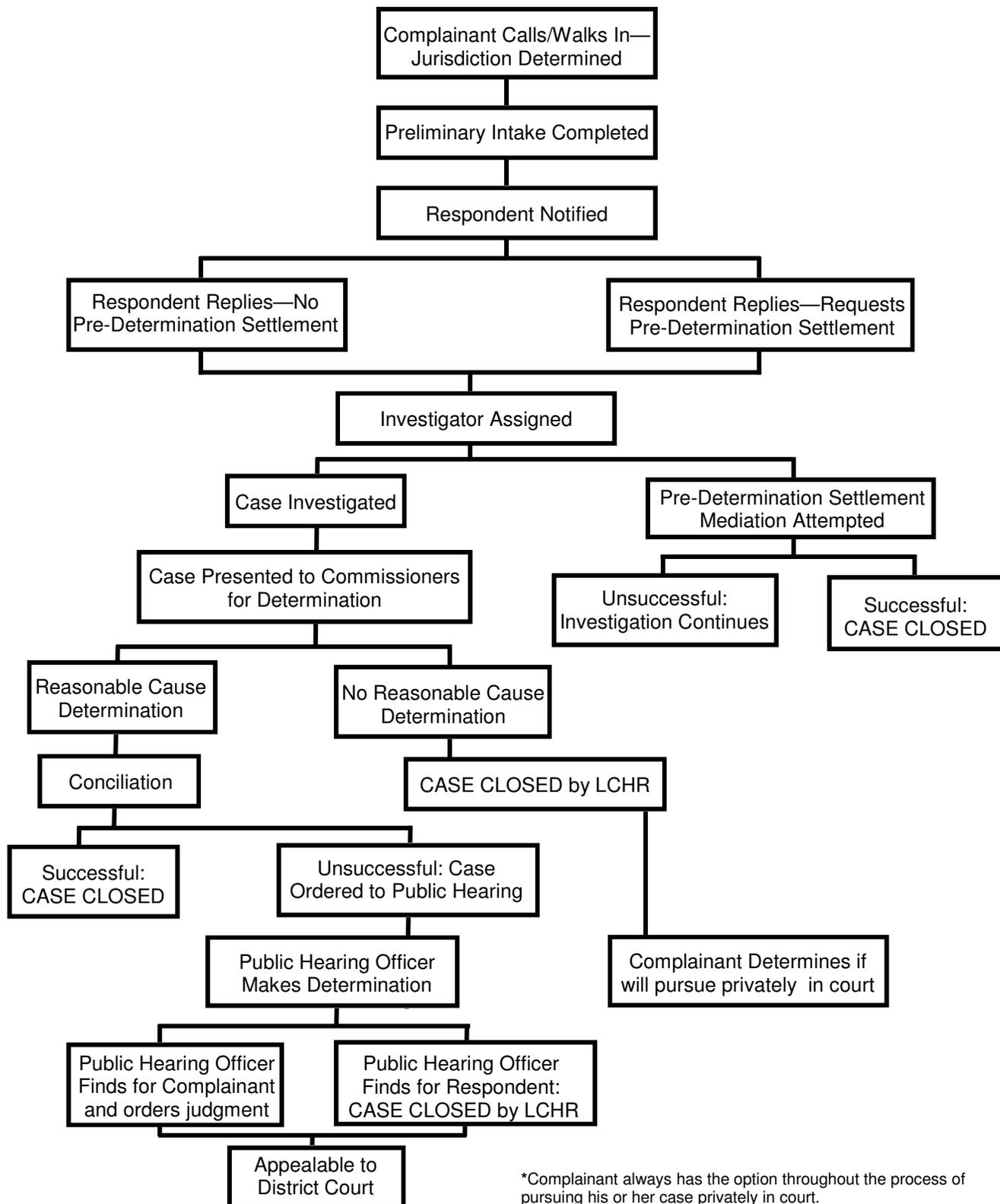
Margie is responsible for overall office management, preliminary phone calls for jurisdiction and/or direction to other governmental agencies, preparing for the annual Fair Housing Conference and Employment Symposium, serves as secretary to the Commission, prepares office communications with complainants and respondents including opening and closing case files, maintaining the status and statistics of case records and provides clerical assistance to all staff members. Margie also prepares the agency budget and manages the finances including bill paying and payroll. She is also being trained to do client intake and handle investigations.

Maria Fernanda Joya, Intern
(402) 441-7624
mjoya@lincoln.ne.gov

Maria Fernanda Joya served as the first contact for most individuals when they called the LCHR; a part of her job duties included acting as receptionist and assisting the Director, the Senior Office Assistant and the Investigators. She also served as the Spanish interpreter. Maria Fernanda Joya came to the LCHR through the City's Affirmative Action Diversity Fellowship Program and also served her internship with the LCHR finishing in late November.

Complaint Process

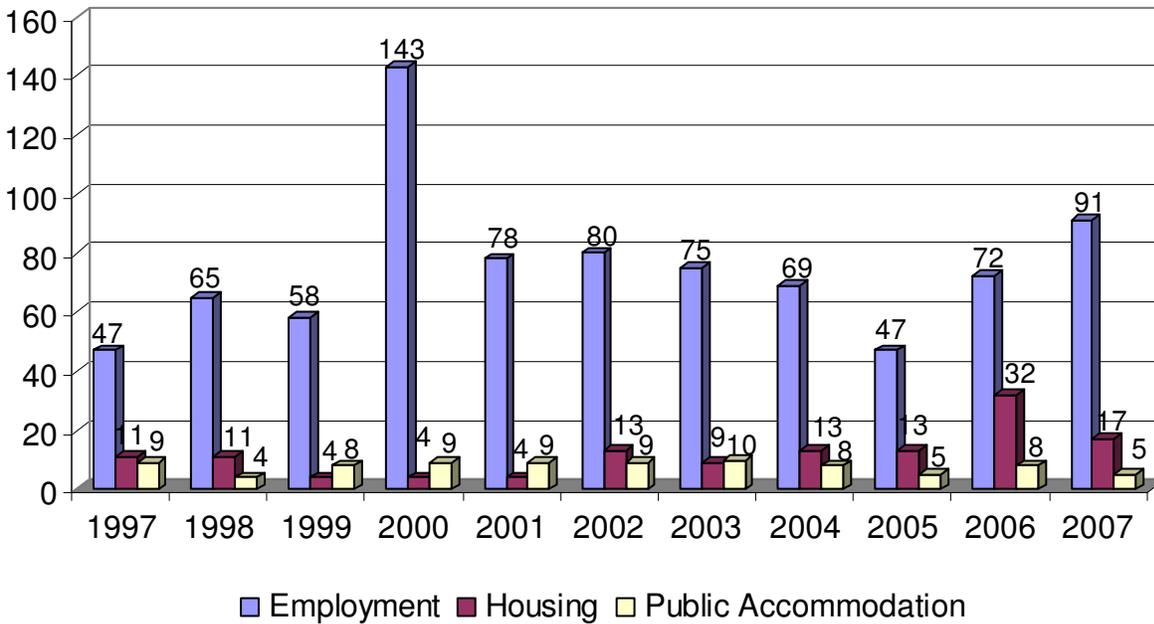
Complaint Process*



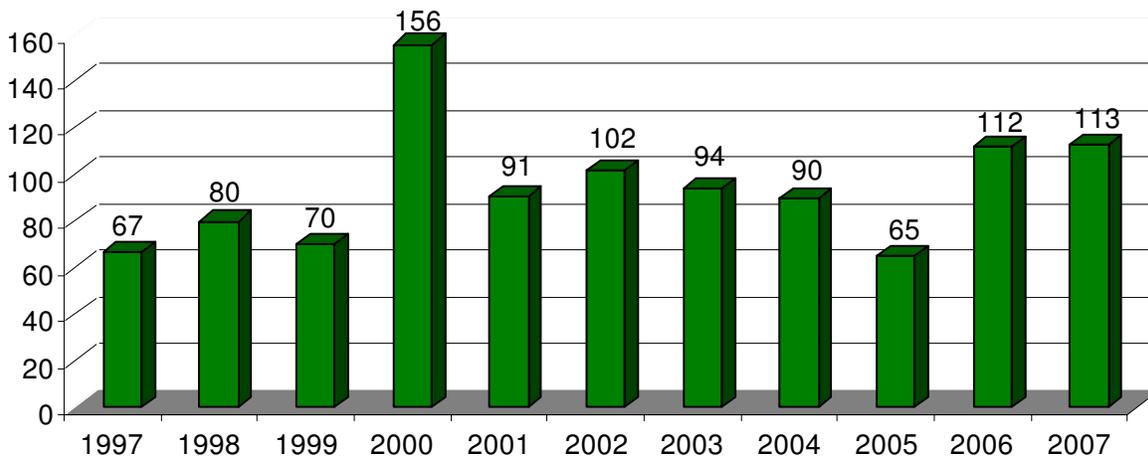
*Complainant always has the option throughout the process of pursuing his or her case privately in court.

Complaint Overview

Cases Filed 1997-2007



Total Filed

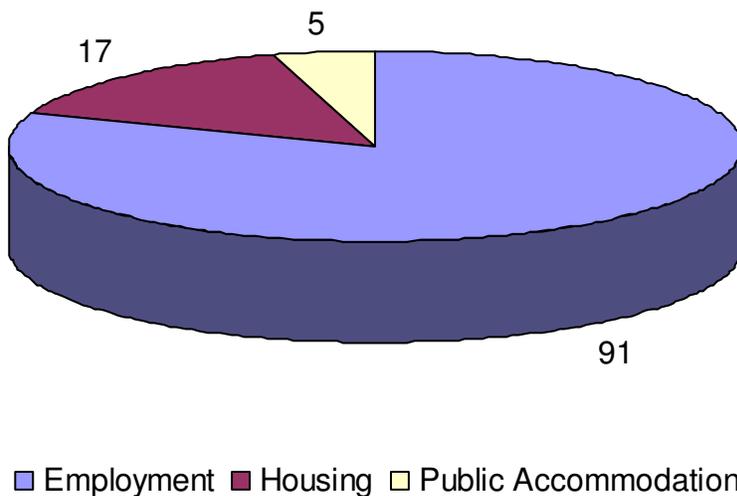


With the exception of the year 2000 when the Human Rights Commission had a record high 156 cases filed*, 2007 proved to be the 2nd highest number of cases filed within the past 10 years. The largest increase came in the number of employment discrimination cases filed, a 25 percent increase over the total cases filed in 2006.

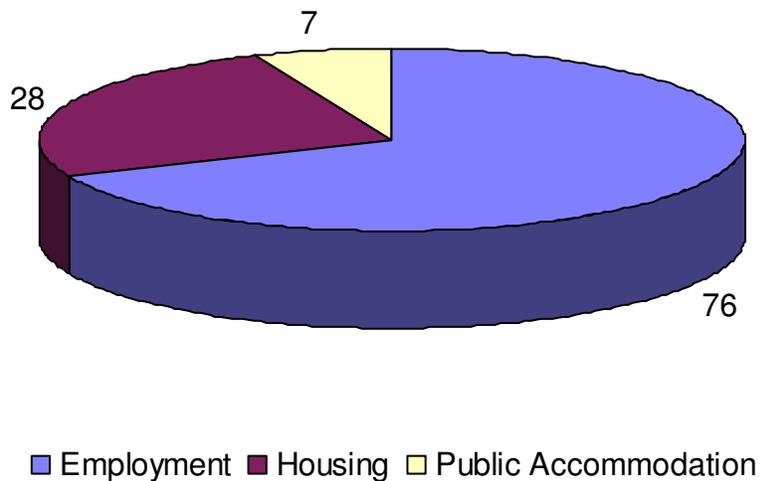
*In 2000, the LCHR had a contract with the Nebraska Equal Opportunity Commission (NEOC) in which any cases filed with the NEOC that were in the City of Lincoln would be turned over to the LCHR for investigation. During 2007, the NEOC deferred 13 cases to the LCHR for investigation in order to expedite case investigation.

Case Statistics

Cases Filed - 113



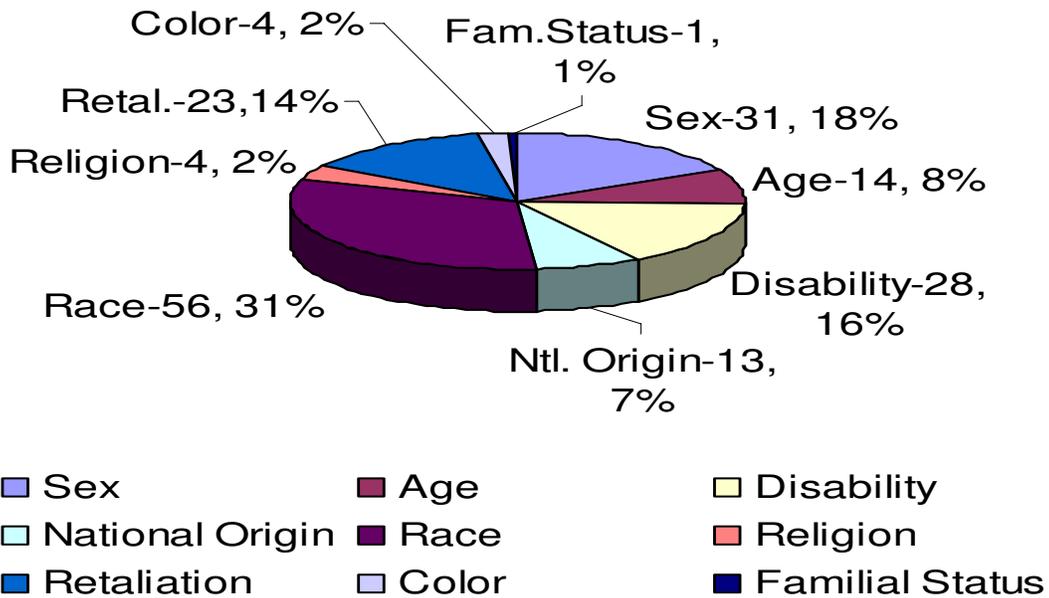
Cases Closed - 111*



*Cases closed includes cases filed in 2006 but closed in 2007.

Case Disposition

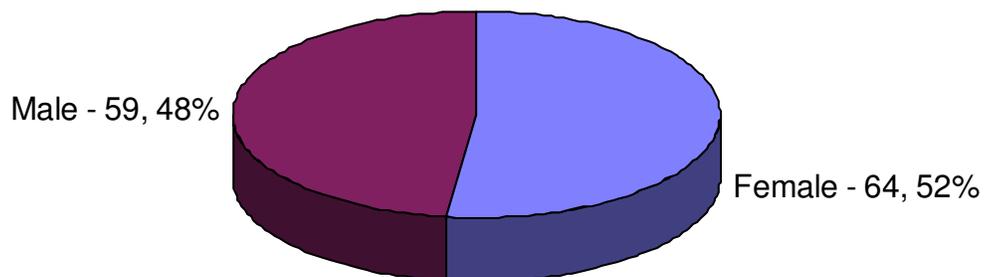
Breakdown of Case's Filed*



* Cases may be filed under more than one basis, which could include a case filed under, for example, both Sex and Disability, or Race and Retaliation.

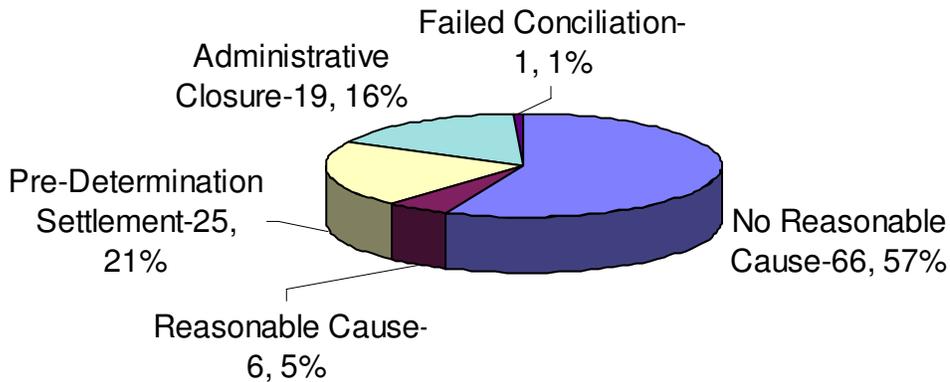
** Of the 31 cases filed under Sex, 6 of those included Sexual Harassment and 6 included Pregnancy.

Breakdown of Cases Filed by Gender



Case Disposition

Breakdown of Commission Decisions

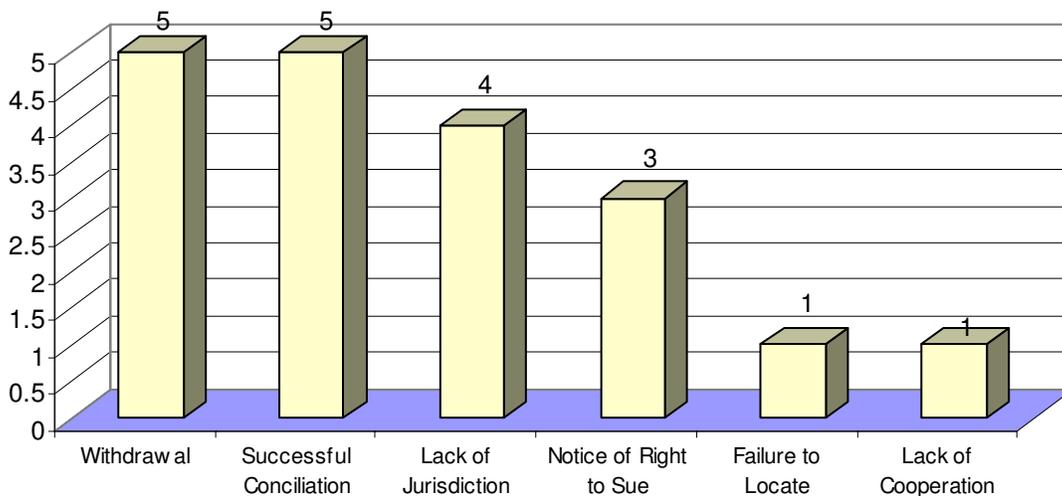


- No Reasonable Cause
- Reasonable Cause
- Pre-Determination Settlement
- Administrative Closure
- Failed Conciliation

What do the numbers mean? No Reasonable Cause are those cases in which the Commissioners determined there was little or no evidence to believe discrimination occurred. In Reasonable Cause determinations Commissioners believe there is evidence showing discrimination did occur. Administrative Closures are cases closed for a variety of reasons—see the chart below. Pre-Determination Settlements are cases closed due to a settlement agreement prior to a Commission decision.

Sometimes the Commissioners make more than one determination in cases that include more than one basis for discrimination (for example, race and sex, or age and disability). Commissioners may determine that Reasonable Cause exists for one basis but not for another. Those cases may later be closed in the same year by Commissioners due to successful conciliation, public hearing determination, or issuance of a notice of right to sue. Because of this, the total number of Commission decisions may be greater than the number of cases closed -- as was the case in 2007.

***Administrative Closures**



Pre-Determination Settlements Summaries & Withdrawals with Settlements*

Reimburse Complainant* (CP) \$568.62 of his security deposit; and Respondent* (RP) agrees not to pursue any legal action against CP or any other occupant.

RP agrees to waive the judgment against the CP for past due rent in the amount of \$500 and to return all personal possessions that were left in the property.

RP pays X number of hours of PTO at the rate of \$X per hour less applicable taxes. RP agrees to have the CP's termination removed from her personnel file and show that she voluntarily resigned effective X date, 2006. RP agrees to provide the CP with a neutral reference to prospective employers.

CP received \$200.

RP pays CP for X number of hours at the rate of \$X per hour plus a \$X Christmas bonus less his normal payroll deduction which include applicable taxes. RP agree that CP returns to work beginning X date, 2006, at his previous work hours and location at the pay rate of \$X per hour.

RP agrees to allow the CP to break her lease agreement and RP will keep the CP's security deposit and pet deposit in the amount of \$712.00. RP agrees CP will not be responsible for any further rent on the property after X date, 2006, nor responsible for any advertising costs for re-rental of the property. RP will provide the CP with a neutral reference to any prospective landlords. RP will pay December utilities on the property. RP and CP agree that prior to the CP returning the keys to the property, a walk-thru will be done at the property.

RP agrees to wave the judgment against the CP and her husband in the amount of \$8,937.29. The RP agree to provide a neutral reference for the CP's prospective landlords. RP agrees to remove information if any negative information that has been reported to Tenant Data Services regarding the CP. The CP agrees that the Trespass Notice will remain in effect and that the CP is not currently allowed, nor will be allowed in the future, on the premises. If CP is found in the RP property within a year, the police will be contact.

RP agrees to pay CP one month of severance pay from the date of her employment termination, and 43 hours of vacation pay minus any payroll deductions. RP will pay CP's health insurance premium for two months from the date of employment termination or until she has coverage through another employer, whichever is first. RP agrees to provide the CP with a neutral reference to prospective employers.

RP agrees to release the CP from the remainder of her year's lease. CP and RP agrees that

* The abbreviations CP and RP are used throughout these summaries. CP stands for Complainant—the individual who filed the case, and RP stands for Respondent — the individual(s) against whom the case is being filed.

Pre-Determination Settlements Summaries & Withdrawals with Settlements

the Lincoln Housing Authority (LHA) does not complete their inspection until after X date, 2007, the CP will be responsible for the full rent per diem until the inspection is completed. RP agrees to pay any items per LHA's inspection, even if it occurs after X date, 2007.

RP will return any security deposit money minus any charges for cleaning or damages to the Complainant.

RP and CP agree that the Notice of Termination of Lease Agreement issued to the CP is no longer effective, and the CP will continue in a month to month tenancy under the terms of the previous lease agreement. CP and RP agree that CP will notify X of any noise complaints of other tenants of X. CP agree that she will not contact the Lincoln Police Department or any law enforcement when she has a noise complaint about a tenant of X. RP agrees to keep the sidewalks and walkways on both east and west entrances free and clear of snow. RP agrees, within 24 hours of notification, the snow will be cleared from the walkway. CP denies she used profanity toward the paramedics or at another tenant; however she agrees to behave appropriately toward other tenants in the building. CP denies she has excessively complained about noise while living in her unit, but agrees that some noise is expected to be heard in a multi-unit.

RP agrees to pay the CP a lump sum of \$1,000.00. Also, agrees to write a recommendation letter addressed to: "Whom it May Concern" in which he will give the CP a good employment reference, and state that the CP resigned in good standing.

RP agrees to allow the CP to move into unit #X located at X St. After a walk through is conducted on both units #X and #X. A walk through will be conducted with both the CP and a representative of the RP. CP and RP agree that the CP's security deposit in the amount of \$400 will automatically transfer to unit #X. RP agrees to pay CP \$500 after the CP moves into unit #X and returns the keys to the RP for unit #X. CP and RP agree that the CP will be billed for the repair of two items in unit #X in an amount not to exceed \$84.00. CP agrees that prior to X date, 2007, he will replace an item for the bedroom in unit #X, and will replace three items in the unit. He also agrees that the apartment will be thoroughly cleaned.

RP agrees to forego any future payments on Agreement No. X dated X, 2007, and Agreement No. X dated X, 2007, between CP and RP. CP will be responsible for the payment of any taxes. RP agrees to provide the CP with a neutral reference to prospective employers. The RP shall not reinstate the CP to employment with RP now, or in the future.

RP agrees to waive any unpaid rent, late fees, attorney fees, and damages resulting from CP's tenancy. RP agrees to provide CP with a neutral reference to prospective landlords. RP agrees to pay the CP a lump sum of \$2500. RP agrees to undergo Fair housing

Pre-Determination Settlements Summaries & Withdrawals with Settlements

Training presented by LCHR , no later than X date.

RP agrees to pay the CP the lump sum of \$2,500.00, provide the CP with an IRS form no later than X date, 2008. CP will be responsible for any and all taxes. RP agrees to provide CP with a neutral reference to prospective employers, and that the CP resigned effective on X date, 2007. The CP will write a resignation later stating that she resigned effective X date, 2007, and that letter will be placed in the CP's personnel file.

RP agrees to pay the CP a lump sum amount of \$1500. They also agree to implement changes in their policies and procedures and include wording in the staff and family handbook regarding discrimination. These policy changes have been reviewed and approved by the CP and are subject to Board approval.

RP agrees to pay the CP \$2000 in four monthly installment of \$500 no later than X date 2007, X date 2007, X date 2007, and X date 2007. The RP's staff agrees to undergo fair housing training provided by LCHR no later than X date 2007.

RP and CP agree that a reserved parking stall has been provided to the CP that is free from standing water and is still located within a short distance from the CP's unit. RP agrees to provide CP with a neutral reference regarding her tenancy at X to any prospective landlords. RP and CP agree that the CP's June rental payment in the amount of \$119 will be taken out of the CP's security deposit, and that the CP will not be refunded any portion of her security deposit.

RP agrees to provide the CP with a neutral reference to prospective employers.

RP agrees to pay the CP \$580, less applicable taxes, which is the equivalent of two weeks wage. RP agrees to provide CP with a neutral reference to prospective employers.

RP agrees to conduct mandatory two-hour training for all of its managerial and supervisory staff. This training will be on workplace harassment, with an emphasis on gender harassment and creating a positive corporate culture. RP agrees that X will conduct this training no later than X date 2007.

Job reinstatement with seniority.

Neutral job reference; mandatory equal opportunity training no later than May 31, 2008.
Job reinstatement.

The Respondent agrees to rent the subject property to the Complainant.

Conciliation Summaries*

Respondent agreed to pay the CP a lump sum amount of \$150.

CP received \$3,000.00, and RP agrees to attend Fair Housing Training no later than X date, 2007.

The RP agrees to pay CP \$5,000.00.

RP pays CP \$16,000.00 and \$4,000.00 directly to his attorney for legal fees, and will mail the CP an IRS 1099 form no later than Jan. 31, 2008. CP agrees not to apply at RP's or any of its subsidiaries that are owned as of the date of the signing of this agreement. RP will provide mandatory training on EEO, Discrimination, and Sexual Harassment to all employees. Training will be separate for management employees. LCHR will provide the training conjointly with the RP, no later than X date, 2008.

RP pays CP \$20,000.00 and will mail the CP an IRS 1099 form no later than Jan. 31, 2008. RP will provide mandatory training on EEO, Discrimination, and Sexual Harassment to all employees. Training will be separate for management employees. LCHR will provide the training conjointly with the RP, no later than X date, 2008.

The RP agrees to pay CP lump sum of \$5,000.

*Conciliations are attempted after the Commission has made a determination of Reasonable Cause in the case. The case then goes to a LCHR Conciliator, who works with both parties to come to a resolution that is agreeable to both parties.

Service Satisfaction Survey

In an effort to gage how our complainants and respondents felt about their contact with our agency, determine how they felt about the process and understanding the process, and to look for areas in which we could provide better service or a clearer understanding of what we do, surveys were mailed to all complainants and respondents following their case closure, regardless of the case outcome. We asked them to rank us in several areas.

Both Complainants and Respondents were asked to rank our office with 1 being the lowest and 5 being the highest in the following areas:

1. All department staff presented themselves in a courteous and professional manner at all times.
2. The investigator explained the laws and the LCHR investigative procedures to your satisfaction.
3. Opportunities to present your position were given to your during the investigation.
4. The investigator kept you adequately informed about the progress of the investigation.

(Continued on page 18)

Service Satisfaction Survey

Service Satisfaction Survey

(Continued from page 17)

5. Regardless of the case outcome, you felt the overall process was fair.
6. The investigator interviewed all the witnesses you identified.
If not, the investigator explained why some witnesses were not interviewed?
7. The investigator discussed with you the possibility of settling this case.
8. If settlement was discussed, you were allowed to make your decision without pressure from the investigator.
9. Would you refer someone experiencing a possible discrimination problem to the LCHR?

Below are the results divided by Complainant surveys received and Respondent survey received, including the number of surveys mailed and those returned to our office. A letter of explanation as well as a self-addressed stamped envelope is included with each survey.

Complainant Surveys: 96 surveys were mailed and 15 (15.6%) returned.

	Lowest 1	2	3	4	Highest 5
1. Courteous/Professional Staff		1		6	8
2. Laws/Procedures Explained		1		3	11
3. Opportunities to Present Position		1		5	9
4. Adequately Informed of Case Progress			3	3	9
5. Felt Overall Process Fair		3	2	3	7

	Yes	No	NA	No Resp.
6. All Witnesses Interviewed	5	7		3
If not, reason explained	6	5		1
7. Case Settlement Discussed	13	1		1
8. If discussed, not pressured to decide	13	1		1
9. Would Refer Someone to LCHR	13	1		1

Respondent Surveys: 102 surveys were mailed and 40 (41.6%) returned.

	Lowest 1	2	3	4	Highest 5	N/A	No. Resp.
1. Courteous/Professional Staff	1			4	35		
2. Laws/Procedures Explained	1		1	9	28	1	

(Continued on page 19)

Service Satisfaction Survey

Service Satisfaction Survey

(Continued from page 19)

	Lowest 1	2	3	4	Highest 5	N/A	No. Resp.
3. Opportunities to Present Position	1		3	5	28		2
4. Adequately Informed of Case Progress	1			4	35		
5. Felt Overall Process Fair	1	1	3	6	28		

	Yes	No	NA	No Resp.
6. All Witnesses Interviewed	24	7	6	3
If not, reason explained	7	1	28	3
7. Case Settlement Discussed	34	4	1	1
8. If discussed, not pressured to decide	33	1	2	5
9. Would Refer Someone to LCHR	29	1	1	4



FREE! FREE! FREE!
2008 Fair Housing Conference

March 25 & 26, 2008
Embassy Suites Hotel ~ 1040 P St. ~ Lincoln, NE

New this year:

- Fair Housing Law for Lawyers - 1/2 day session March 25
- Fair Housing 101 for Elected Officials: What You Need to Know Regarding Fair Housing Laws - breakout session offered March 26

Plus 1/2 day session for real estate agents, legal updates, mobile homes, substandard housing and discrimination, avoiding foreclosure, understanding disability laws, and landlord tenant laws-what landlords need to know.

Brochure available at:
www.lincoln.ne.gov/city/mayor/human/index.html
Call for information 402.441.7624



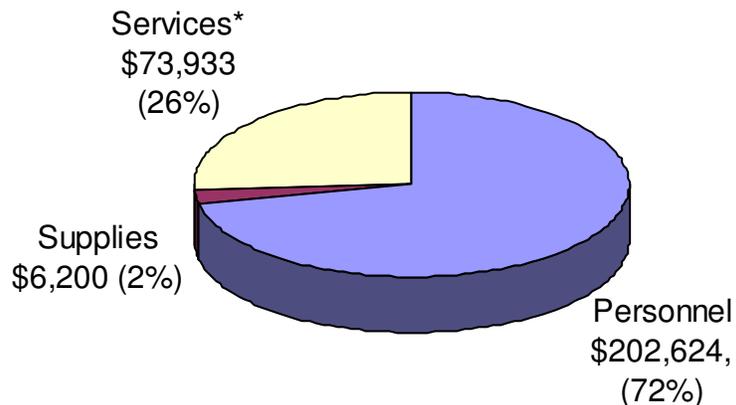
Budget FY 2006-2007

For Fiscal Year 2006-2007, which ran September 1, 2006 to August 31, 2007, the Lincoln Commission on Human Rights (LCHR) Budget adopted by the City Council was \$140,222, or .1227% of the total City budget for all general funds which was \$110,353,110. In addition to the City's General Fund, the Commission on Human Rights received 50.4%, or \$142,535 of their total budget of \$282,757 from federal contract grant funding from the U. S. Department of Housing and Urban Development (HUD) and the Equal Employment Opportunity Commission (EEOC) as a Fair Employment Practices Agency. FY 2006-2007 saw the elimination of the Office Manager's position and .16% of the Executive Director's salary moved from the General Fund to the HUD Grant.

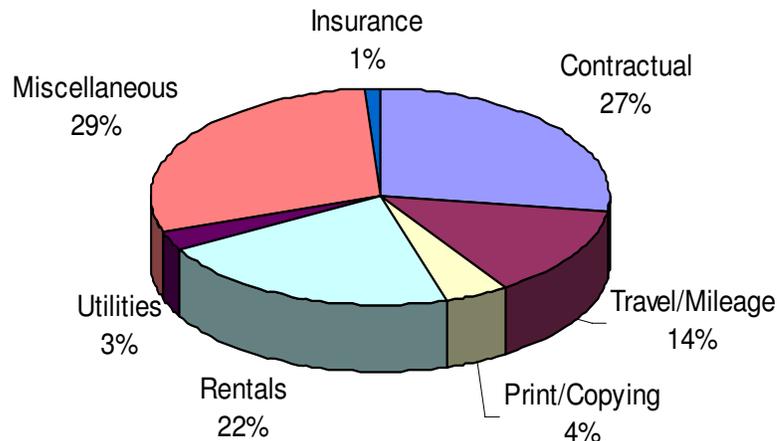
The LCHR is a division of the Mayor's Office which includes: Affirmative Action, Lincoln Area Agency on Aging, the Citizen Information Center, Women's Commission (funding cut for the 2007/2008 FY and office closed September 1, 2007) and the Mayor's office itself. The budget for all those divisions for FY 2006-2007 was \$8,204,967 of which the LCHR was 3% of the total.

Where Did the Money Go?

Of the \$282,757 budget, the largest percentage went to personnel for salaries and benefits, for a total of \$202,624. Services received a total of \$73,933 and is broken down below. Supplies received the least amount, or \$6,200.



***Services Summary**



Education and Outreach

The Lincoln Commission on Human Rights provides services to the community to assure that individuals are aware of the rights and responsibilities under the Equal Opportunity and Fair Housing Laws. LCHR works to reach as many agencies, groups, community-based organizations, employers, property owners, civic groups and individuals as possible. These efforts include training programs that can be customized to meet the needs of the target audience. Topics include: racial and sexual harassment; fair employment practices; harassment free work environments; fair housing laws; public accommodation laws; Americans With Disabilities Act; and diversity training.

The staff has conducted training for a number of organizations for a total of 68 sessions reaching more than 3,111 individuals. Those organizations included all of Lincoln's High Schools career education classes, Lincoln Housing Authority, Centerpointe, St. Paul's United Methodist Church, Region V & Region VI, Real Estate Owners and Managers Association of Lincoln (REOMA), as well as several respondents as a result of settlement agreements.

In addition, the agency held its annual free Fair Housing Conference April 30 - May 1, 2007, which was been attended by more than 300 people from across Nebraska and surrounding states.

LCHR TV's Program: *Addressing Discrimination in Lincoln, Nebraska*

The 5 City TV program "LCHR: Addressing Discrimination in Lincoln, Nebraska" continued during 2007. The show, hosted by Director Larry Williams with local guests, addresses issues relating to discrimination that are of concern to people who reside in Lincoln.

The purpose of the program is to create awareness and understanding, and to provide education regarding the topics, as well as letting people know that the City of Lincoln has a local agency ready and able to investigate complaints of discrimination. If you have any questions or suggestions for future topics and/or guests, please contact Mr. Williams at 441-8691 or by email at lwilliams@lincoln.ne.gov.

Topics for 2007 were: Citizens Against Racism & Discrimination, Civil Rights Work in Nebraska, Employment Law, LCHR Fair Housing Seminar, The Nebraska Commission on Indian Affairs, A Perspective of Racism in Lincoln, Mayor's Advisory Committee, LCHR Your Local Civil Rights Agency. Past shows include: Meet the Commissioners, Black History Month, Equal Gender Treatment, The Future of Fair Housing, Asian Heritage Month, Predatory Lending, Minimizing Complaints, Disabilities, Hispanic Heritage Month, Focus on Employment Discrimination, and National American Indian Heritage Month.

The most current show plays on 5 City TV several times throughout the week. Those times can be found at <http://www.lincoln.ne.gov/city/mayor/cic/5citytv/guide.htm>. Programs can also be viewed using 5 City TV video on demand found online at <http://www.lincoln.ne.gov/city/mayor/cic/5citytv/video.htm>. Select the Lincoln Commission on Human Rights link on the right side of the page to access our different programs.

Available Brochures and Posters

LCHR General Brochure

Available in English, Spanish, Vietnamese, Russian, Arabic and in Braille.

Frequently Asked Questions

Available in English, Spanish, Vietnamese, Russian and Arabic

Guide to Discrimination Complaints and the Adjudication Process

Available in English and Spanish

Employment

Equal Opportunity Poster

Available in English and Spanish

Anti-Harassment Poster

Available in English and Spanish

Disability in Employment Brochure

Available in English

Youth at Work—Your Job Rights

Available in English

Housing

Fair Housing Poster

Available in English, Spanish, Vietnamese and Arabic

Fair Housing Fact Sheets

Available in English, Spanish, Vietnamese and Arabic

Fair Housing Complaint Process

Available in English, Spanish, Vietnamese and Arabic

Predatory Lending Brochure

Available in English

Disability in Housing Brochure

Available in English

Fair Housing FAQs for Landlords

Available in English



HOJA DE INFORMACIÓN SOBRE LA LEY DE LA VIVIENDA PARA TODOS

LEY DE LA VIVIENDA PARA TODOS

La ley de la vivienda para todos prohíbe la discriminación a cualquier persona por motivo de:

- Raza
- Color
- Nacionalidad (el país de donde es usted o sus ancestros)
- Religión
- Sexo
- Estado Familiar (con niños)
- Incapacidad
- Estado Maternal (Esta ley se aplica únicamente en la ciudad de Lincoln)

¿QUÉ ES LO QUE SE CONSIDERA COMO UN PROCEDIMIENTO ILLEGAL?

- 1) Negarse a alquilar a una persona para comprar o construir una vivienda. Ejemplo: a) El arrendador se niega a rentar un apartamento a una pareja por el hecho de tener hijos.



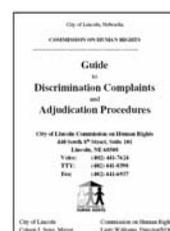
Город Линколн
Комиссия по правам человека
ЧЕТЫРЬ ПРАВИЛЬНЫХ ВОПРОСА

- 1) Что мне следует сделать, если я подозреваю, что меня притесняют?
Позвоните в Комиссию по правам человека города Линколн по телефону 441-7625. Вам следует написать заявление в письменном виде в Комиссию. Позвоните, если вам нужна информация о процессе. Если вы подозреваете, что вас притесняют, и у вас нет заявления, сообщите о своем случае, сообщите название работодателя и адрес работы.
- 2) Различают ли Комиссия жалобы, поступившие лично? Или нет?
Нет, Комиссия принимает жалобы, поступающие только в письменном виде.
- 3) Притесняют ли Комиссия жалоб, поступающих анонимно?
В области трудоустройства и занятости, притеснения и условия жилья, и жилищных в местах общественного пользования.
- 4) Какие шаги предпринимает Комиссия?
В зависимости от характера жалоб, Комиссия проводит расследование, собирает сведения, проводит встречи с вами, работодателем, свидетелями, изучает документы, связанные с вашим делом, и выдает заключение. Если вы не согласны с решением Комиссии, вы можете обратиться в суд.
- 5) Сколько времени требуется для рассмотрения жалобы?
В среднем до шести месяцев с момента подачи жалобы.
- 6) Различают ли Комиссия жалобы в отношении других государственных учреждений, как например, Департамент полиции?
Нет, Комиссия не рассматривает жалобы в отношении других государственных учреждений.
- 7) Если Комиссия не может рассмотреть мою жалобу, каковы другие возможности для меня?
Вы можете подать в Комиссию по вопросам равенства возможностей штата Небраска по телефону 473-2200. Или в Федеральную комиссию по вопросам равенства возможностей трудоустройства, находящуюся в Сент-Луисе, Миссури 314-244-6899. Вы можете обратиться в Комиссию по вопросам равенства возможностей и трудоустройства штата Небраска, находящуюся в Омехе, Небраска 402-491-2200.
- 8) Сколько стоит подать жалобу?
Комиссия по правам человека города Линколн оказывает услуги бесплатно.

Ciudad de Lincoln
Comision De Derechos Humanos



Vivienda Justa Queja
Proceso



For PDF copies of many of these brochures, posters, our annual reports and additional information about our services, check us out online at <http://www.lincoln.ne.gov/mayor/human/index.htm> or give us a call at 441-7625.



1. إذا كنت تعتقد أنك قد تعرضت أو ستعبر على تعرض غير مشروع:
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Beatty Brasch Honored as the 2007 Gerald Henderson Human Rights Award Recipient



Beatty Brasch

On November 14, 2007, Mayor Chris Beutler presented the 2007 Gerald Henderson Human Rights Award to Beatty Brasch, Executive Director of the Center for People in Need. The award is presented by the Lincoln Commission on Human Rights (LCHR) to recognize outstanding achievements in furthering human relations in Lincoln.

After serving 14 years as Director of the Lincoln Action Program (LAP), Brasch opened the Center for People in Need in 2003. The Center is a non-profit organization serving high-risk and low-income families. Its mission is to help families and young people address socio-economic barriers limiting their paths to success.

"Beatty has been a force in Lincoln for many years, inspiring many with her energy, enthusiasm and hard work," said Mayor Beutler. "She has helped countless individuals and families meet their basic needs. Even more importantly, she has provided hope, helping those in need to see the opportunities that exist in their futures."

Helen Traudt nominated Brasch for the award, calling her "woman of compassion and integrity." She wrote: "Beatty believes that all persons deserve the right to food, shelter and health care and to be valued as human beings. She is committed to providing care and support to at-risk populations, including low income, elderly, Native American, Black-African Americans, Hispanic/Latino and refugee populations."

"Beatty has had many roles in our community – Lancaster County Election Commissioner, LAP Director and now Director of the Center for People in Need," said LCHR Director Larry Williams. "In all those roles, she has committed herself to making this piece of the world a better place for everyone, especially those who are less fortunate."

LCHR established the annual Human Rights Award in 2000. In 2003, the award was named for the late Gerald Henderson, the first director of LCHR and a longtime civil rights activist. Nominees are judged on their achievements in improving human rights based on activities implemented, services performed, or programs operated in the City.

Previous award winners are: Dan Williams; Cecilia Olivarez Huerta; José Soto and the Division of Affirmative Action, Equity and Diversity of Southeast Community College; Milo Mumgaard and the Nebraska Appleseed Center for Law in the Public Interest, Inc.; Judi M. gaiashkibos; and Florine Joseph.

LCHR is the primary City agency responsible for the investigation and resolution of discrimination complaints brought by individuals. The Commission also provides community education and technical assistance to help people know and understand their rights and responsibilities under law.

SIGN UP NOW!
2008 Fair Housing Conference
March 25 & 26, 2008
Embassy Suites Hotel
1040 P St. ~ Lincoln, NE

Free!
Brochure available at:
[www.lincoln.ne.gov/city/mayor/human/
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