



VT Human Rights Commission
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VERMONT HUMAN RIGHTS COMMISSION
MINUTES
January 22, 2015

PRESENT: Commissioners: Mary Marzec-Gerrior, Chair, Mary Brodsky Mercedes Mack, Donald Vickers (by telephone), Chuck Kletecka (alternate).
Staff: Karen Richards, Executive Director, Nelson Campbell and Ellen Maxon, Administrative Law Examiners, Paul Erlbaum, Executive Staff Assistant (Minutes), Brenna Christensen, Intern.

The meeting was called to order at 9:05 a.m. by the Chair, Marzec-Gerrior.

BUSINESS MEETING

MINUTES: Motion to approve the minutes of December 4, 2014 was made by Commissioner Brodsky. The motion was seconded by Commissioner Mack. Approved by a vote of 4-0.

EXECUTIVE DIRECTOR'S REPORT:

Budget- ED Richards believes that HRC funding is adequate for FY 2015. The Governor's recommended budget is sufficient to fund the Commission for FY2016.

School Bullying and Harassment – Discussion about the development of an app for students to report bullying and harassment. Also, discussion re HRC no longer providing trainings to schools and who might provide such trainings. Vickers expressed concern that the Commission stay focused on this important area.

HRC Policy Manual- ED Richards reports that the Department of Human Resources has not yet approved or disapproved the proposed HRC Policy Manual.

Statistics- Commissioner Brodsky states she would like to see some analysis of HRC's intake calls.

EXECUTIVE SESSION

Commissioner Brodsky moved to go into executive session to hear the first confidential case. The motion was seconded by Commissioner Mack. Approved by a vote of 5-0. After the commissioners heard the case and deliberated, Commissioner Vickers moved to come out of executive session to vote. Commissioner Brodsky seconded the motion. Approved by a vote of 5-0. Commissioner Vickers made a motion to accept the Administrative Law Examiner's recommendation of no reasonable grounds in HRC Case No. PA14-0016. The motion was seconded by Commissioner Brodsky. Approved by a vote of 5-0.

Commissioner Brodsky moved to go into executive session to hear the second confidential case. The motion was seconded by Alternate Commissioner Kletecka. Approved by a vote of 5-0. After the commissioners heard the case and deliberated, Commissioner Brodsky moved to come out of executive session to vote. Commissioner Kletecka seconded the motion. Approved by a vote of 5-0. Commissioner Brodsky made a motion to accept the Administrative Law Examiner's recommendation of no reasonable grounds in HRC Case No. E14-0007. The motion was seconded by Alternate Commissioner Kletecka. Approved by a vote of 5-0.

Commissioner Brodsky moved to go into executive session to hear the third confidential case. The motion was seconded by Alternate Commissioner Kletecka. Approved by a vote of 5-0. After the commissioners heard the case and deliberated, Commissioner Vickers moved to come out of executive session to vote. Commissioner Mack seconded the motion. Approved by a vote of 5-0. Commissioner Vickers made a motion to accept the Administrative Law Examiner's recommendation of no reasonable grounds in

STATISTICS AND OUTREACH REPORT:

The Commissioners liked the new format. Wanted the charts either in color or with better gradations. They also suggested indicating a percent difference between, for example, the number of complaints accepted, returned, etc. by year.

LEGISLATIVE REPORT:

ED Richards indicated that the legislature is off to a slow start given it is the first year of the new biennium and there are a lot of new legislators. She is scheduled to testify regarding the changes the HRC is seeking re: coercion, threatening and harassment on 2/28/15 and is also working with Legislative Council on changes to the HRC confidentiality provisions.

VISION AND VALUES STATEMENT:

Was adopted as is by the Commissioners by vote of 4-0.

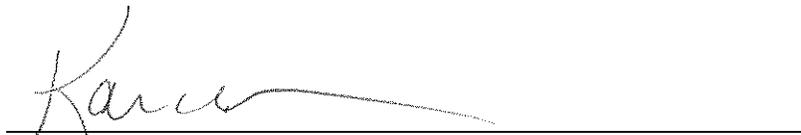
COMMISSIONER REPLACEMENT:

Commissioner Mack's term ends on February 28, 2015 and she is not interested in re-appointment. ED Richards will notify the Governor's Office to get the process rolling for appointment of someone to replace Commissioner Mack. The HRC is grateful for Mercedes Mack's contributions over the last five years and wishes her well in her future pursuits.

The meeting was adjourned by the Chair at 4:00 p.m.

Dated at Montpelier, Vermont this 26th day of January 2015.

Respectfully submitted:



Karen L. Richards
Executive Director