



VT Human Rights Commission
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ATTACHMENT 1

**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
August 27, 2015**

PRESENT: Commissioners: Mary Marzec-Gerrior, Chair, Nathan Besio, Dawn Ellis, Donald Vickers, Mary Brodsky. Staff: Karen Richards, Executive Director, Nelson Campbell (minutes), Katherine Spence and Ellen Maxon, Administrative Law Examiners.

Commissioner Marzec-Gerrior called the meeting to order at 9:06 a.m.

BUSINESS MEETING

MINUTES: Commissioner Besio moved to accept the minutes of the June 4, 2015 meeting. The motion was seconded by Commissioner Brodsky. Commissioner Ellis moved to amend the minutes to reflect her recommendation that training provided by staff include individuals affected by discriminatory acts in order to provide an authentic voice to the material and discussions. The amendment was seconded by Commissioner Besio. Vote: 5-0.

Executive Director's Report:

Budget: The FY16 budget is in good shape between carry forward, general fund and increased HUD funding. Housing cases which drive the HUD funding were down significantly in 2015 but intake has picked up in FY16. The Administration is asking for agencies to level fund budgets again in FY17.

Website: VHRC has a new website due to the state changing its format. It will be going "live" in the next few weeks.

Individual v. Drug Store Chain

PA15-0011

Approved by the Commissioners 5-0

Individual v. Business

PA15-0022

Approved by the Commissioners 5-0

EXECUTIVE SESSION

Commissioner Vickers moved to go back into executive session to deliberate on cases. Commissioner Brodsky seconded. Vote 5-0.

Commissioner Marzec-Gerrior brought the Commission out of executive session to vote. Commissioner Vickers made a motion to accept the Administrative Law Examiner's recommendation of no reasonable grounds on all alleged grounds of discrimination in VHRC Case No. E15-0003. Seconded by Commissioner Brodsky. Vote 5-0.

Commissioner Vickers moved to go back into executive session to deliberate on cases. Commissioner Besio seconded. Vote 5-0.

Commissioner Marzec-Gerrior brought the Commission out of executive session to vote. Commissioner Besio made a motion to accept the Administrative Law Examiner's recommendation of no reasonable grounds with regard to failure to grant a reasonable accommodation in VHRC Case No. E15-0009. Commissioner Brodsky seconded. Vote 5-0

Commissioner Brodsky made a motion to accept Administrative Law Examiner's recommendation of no reasonable grounds that respondent terminated complainant based on his disability in VHRC Case No. E15-0009. Commissioner Vickers seconded. Vote 5-0

BUSINESS MEETING RESUMED

Broader Human Rights Agenda: In the interests of time, the discussion on a broader Human Rights agenda- Attachment 3 was tabled.

TRAINING and PARTNERSHIP: For consideration in a larger context of change:

- Knowledge of the law
- Greater understanding of the personal experience/perspective of the "other"
- Knowledge of the legal, effective thing to do

- Understanding why supporting human and civil rights is the right choice

Statistics and Outreach: Commissioners like the new format. An in-depth discussion was tabled due to time.

EXECUTIVE SESSION

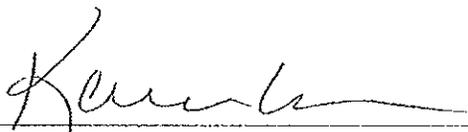
Commissioner Vickers moved to go into executive session to discuss the executive director's performance review. Seconded by Commissioner Brodsky. Vote 5-0

The chair brought the Commission out of Executive Session at 6:04 p.m.
Motion to adjourn at 6:05 p.m.

NEXT MEETING: SEPTEMBER 24, 2015

Dated at Montpelier, Vermont this 27th day of August 2015.

Respectfully submitted:



Karen Richards
Executive Director