



VT Human Rights Commission
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ATTACHMENT 1

**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
March 24, 2016**

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

Commissioner Marzec called the meeting to order at 9:05 a.m.

BUSINESS MEETING

MINUTES: Ellis moved to accept the minutes of the January 28, 2016 meeting as written. The motion was seconded by Vickers. Vote accepted 4-0-1 absent.

Commissioner Brodsky arrived at 9:17

EXECUTIVE DIRECTOR REPORT:

ED Richards gave an update regarding the gender-based pricing project with the Attorney General's Office. A Guidance is under joint development and we are planning a 4/13 press conference to raise awareness of the issues.

Fair and impartial policing model policy update – The model policy is not yet final. The sticking point has been issues regarding immigration. Law enforcement prefers not to include immigration issues in the policy. Advocates and the HRC feel it is necessary to do so given issues that have arisen around immigration status in traffic stops. There will be at least one further meeting to try and reach consensus.

LEGISLATIVE REPORT

The school discipline bill (S.164) has died. The Agency of Education issued a discipline report to Senate Education which advocates would like to have made an annual report. The Agency does not have the resources to do so but the Secretary put the issue on to the agenda for the Hazing, Harassment and Bullying Advisory Council on March 28th.

Bill requiring accommodations for pregnant workers (H.808) is not going anywhere this year.

Fair and impartial policing data collection/reporting bill (H.743) was voted out of House Judiciary by a 10-0-1 vote and passed the House this week. It will move on to the Senate. Law enforcement will likely be seeking additional changes there.

ED Richards testified on S.184 which would establish an ethics commission. Under the bill as currently written the executive director of the HRC would appoint one member of the five-member commission.

PRE-DETERMINATION CONCILIATION AGREEMENTS (by staff)

Individual Consumer v. Retail Company
VHRC Case No. PA15-0015

Individual Consumer v. Hotel and Property Management Company
VHRC Case No. PA16-0009

Individual v Private Landlord
HV16-0010 & HUD 01-16-0008-8

EXECUTIVE SESSION:

Ellis made a motion to go into executive session to hear confidential cases at 9:25. The motion was seconded by Brodsky. Vote 5-0.

Marzec-Gerrior moved the commission out of executive session.

Brodsky moved and Ellis seconded a motion to accept the recommendation of reasonable grounds to believe that the Department of Corrections discriminated against the D.C., the complainant on the basis of disability in violation of Vermont's Fair Housing and Public Accommodations Act in PA15-0007. Vote: 5-0 .Motion passed.

Brodsky moved and Ellis seconded a motion to find no reasonable grounds to believe that the Department of Mental Health discriminated against the D.C., the complainant on the basis of disability in violation of Vermont's Fair Housing and Public Accommodations Act in PA15-0007. Vote: 0-5-0. The motion failed.

Ellis moved and Vickers seconded a motion to find that there are reasonable grounds to find that the Department of Mental Health discriminated against the D.C., the complainant on the basis of disability in violation of Vermont's Fair Housing and Public Accommodations Act in PA15-0007. Vote: 5-0. Motion passed.

Brodsky moved and Ellis seconded a motion to go into executive session to discuss a legal matter about which premature public knowledge would place the Commission at a substantial disadvantage.

Marzec-Gerrion brought to commission out of executive session to vote. Ellis moved and Brodsky seconded a motion authorizing the executive director to file an action in court in the matter of *Alcudia v. Grand Isle Sheriff's Department*, PA15-0021 before the running of the statute of limitations. Motion passed 4-0-1 absent.

BUSINESS MEETING RESUMED

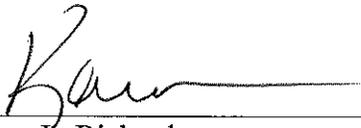
ED Richards led a discussion of the intersections of the general principles of human rights with the concepts and underpinnings of restorative justice. Human rights focus on the inherent dignity and value of all human beings and their interconnectedness with one another and RJ principles focus on the three pillars of respect, concern and dignity and the interrelationships among and between people and their communities large and small. This makes human rights a uniquely good fit for a restorative justice approach.

The April meeting on 4/28 will be a Commission/staff retreat at Seyon Ranch in the Groton State Forest. The meeting will be facilitated by Gerald Hashey and Gale Burford, experts on international restorative justice. They will lead the commission and staff on an exploration of restorative justice and how those principles and concepts might be applied at the Vermont HRC.

NEXT MEETING April 28, 2016 (Commissioner and Staff Retreat).

The meeting was adjourned at 1:24 p.m.
Dated at Barre, Vermont this 24th day of March 2015.

Respectfully submitted:



Karen L. Richards
Executive Director