



VT Human Rights Commission
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**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
April 18, 2019**

PRESENT: Commissioners: Kevin Christie, Chair; Nathan Besio; Dawn Ellis; Donald Vickers, by telephone; Mary Brodsky, Alternate. Staff: Bor Yang, Executive Director; Nelson Campbell, Melissa Horwitz, and Cassandra Burdyslaw, Administrative Law Examiners; John McKelvie, Executive Staff Assistant (minutes).

Commissioner Christie called the meeting to order at 11:20 a.m.

EXECUTIVE SESSION:

Commissioner Besio made a motion to go into executive session to hear confidential cases at 11:21 a.m. The motion was seconded by Commissioner Brodsky. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 11:40 a.m.

HRC Case No. HV19-0011

Commissioner Vickers moved to accept the recommendation of no reasonable grounds on the basis of minor children. The motion was seconded by Commissioner Brodsky. Vote 5-0.

BUSINESS MEETING:

MINUTES: Commissioner Vickers moved to accept the minutes of the March 28, 2019 meeting as written. The motion was seconded by Commissioner Ellis. Vote 5-0.

EXECUTIVE DIRECTOR REPORT:

Budget: ED Yang noted she has not received an update on whether the Senate Appropriations Committee will support funding for a new staff position, an Education & Outreach Coordinator.

30th Anniversary Celebration: Our celebration/reception will occur this afternoon between 4:00-6:00pm in the Statehouse cafeteria. Commissioners will walk over to the Statehouse following the Commission meeting.

Appointment of Commissioner: This week the Governor appointed a new commissioner to replace former Commissioner Mary Brodsky. The staff of the HRC will host a meet and greet with Commissioner Joan Berwick Nagy on Monday morning, April 22nd.

ED Yang detailed a recently drafted document describing the general roles and responsibilities of Commissioners, including guidance on conflicts of interest. In addition, she is assembling a binder for the new commissioner that will include HRC statutes, rules and regulations, a list of current commissioners with bios and contact information, and the most recent annual report.

Outreach & Training: ALE's Burdyslaw and Horwitz recently conducted sexual harassment trainings for Barre police and town offices. ALE Burdyslaw also attended a diversity brunch at Vermont Law School where she learned that GLAAD Massachusetts receives complaints of LGBTQ discrimination from a variety of states, which could lead to an increase in referrals to the HRC.

Post-Case Updates and Litigation:

Oak v. Town of Waterbury: The HRC, the Waterbury town manager, and the parents of the complainant reached an agreement but the Waterbury Select Board voted against that agreement on Monday night, April 15th. The HRC will proceed to litigate the case, as Commissioners previously voted to move forward with litigation if necessary. ED Yang noted that it has the potential to create meaningful precedent for children with disabilities.

Francois v. DMH: This case is resolved with the exception of DMH's compliance with mandatory training for their employees. ED Yang is in contact with DMH's counsel regarding the matter.

EXECUTIVE SESSION CONTINUED:

Commissioner Brodsky made a motion to go into executive session to hear confidential cases at 12:29 p.m. The motion was seconded by Commissioner Ellis. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 2:58 p.m.

HRC Case No. PA18-0011

Congress v. Department of Corrections & Centurion of Vermont

Commissioner Vickers moved to accept the recommendation of reasonable grounds on the basis of disability against the Department of Corrections. The motion was seconded by Commission Ellis. Vote 4-1 (Brodsky opposed).

Commissioner Vickers moved to accept the recommendation of reasonable grounds on the basis of disability against Centurion of Vermont. The motion was seconded by Commission Ellis. Vote 4-1 (Brodsky opposed).

BUSINESS MEETING CONTINUED:

The business meeting concluded with ED Yang reviewing legislation that the staff of the HRC is currently following. Pre-Determination Conciliation Agreements were presented and signed.

PRE-DETERMINATION CONCILIATION AGREEMENTS

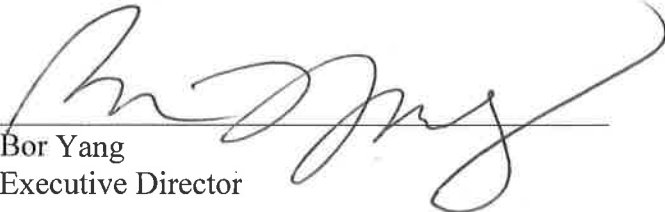
HRC Case No. HV19-0009
HUD Case No. 01-19-1558-8

HRC Case No. HV19-0010
HUD Case No. 01-19-1557-8

NEXT MEETING: May 23, 2019

The meeting was adjourned at 3:25 p.m.
Dated at Montpelier, Vermont this 18th day of April, 2019.

Respectfully submitted:


Bor Yang
Executive Director