



**Human Rights Commission**  
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**VERMONT HUMAN RIGHTS COMMISSION  
MEETING MINUTES  
December 7, 2023**

PRESENT: Commissioners: Kevin Christie, Chair; Nathan Besio (via Teams); Joan Nagy (via Teams); Bruce Wilson. Dawn Ellis arrived via phone at 9:30 a.m. Alternate Commissioner Charles Kletecka arrived in person at 9:40 a.m.

Staff: Big Hartman, Executive Director (“ED”); Mitch Rotbert, Senior Counsel.

Commissioner Christie called the meeting to order at 9:00 a.m.

**BUSINESS MEETING**

MINUTES: NAGY moves to accept as written the minutes of Commission meetings on: July 17, 2023; August 24, 2023; and October 26, 2023. BESIO seconds. Vote taken. Minutes approved for July, August, and October 2023 Commission meetings.

EXECUTIVE DIRECTOR REPORT: Discussion on additional positions proposed in FY25 budget and legislation.

REMARKS FROM COMMISSIONER ELLIS: Discussion on possible statutory changes.

At 9:55 a.m., NAGY moves to go into executive session to hear confidential cases. BESIO seconds. So moved.

BESIO and ELLIS recuse and leave the meeting prior to hearing on first case.

CHRISTIE brings the Commission out of executive session at 11:06 a.m.

HRC Case No. PA23-0009: NAGY moves that the Commission find that there are reasonable grounds to believe that Respondent unlawfully discriminated against Complainant with respect to race and color in violation of Vermont’s Public Accommodations Act. WILSON seconds. Unanimous decision. So moved.

At 11:10am comfort break. KLETECKA is excused from any further proceedings.

At 11:25 NAGY moves to go into executive session. BESIO seconds. Unanimous decision. So moved.

ELLIS recuses and leaves the meeting prior to hearing on the second case.

CHRISTIE brings the Commission out of executive session at 12:34 p.m.

Lunch break at 12:36 p.m.

Lunch break ends at 1:05 p.m.

HRC Case No. PA23-0007: NAGY moves that the Commission find that there are reasonable grounds to believe that Respondents unlawfully discriminated against complainant based on her sexual orientation in violation of Vermont's' Public Accommodations Act. BESIO seconds. Unanimous decision. So moved.

At 1:10 p.m., ELLIS, having returned from recusal, revisits discussion commenced in morning public session.

At 1:17 p.m., NAGY moves to go into executive session to hear confidential cases. BESIO seconds. Unanimous decision. So moved.

CHRISTIE brings the Commission out of executive session at 3:50 p.m.

Presentation by Christina Sivret, Executive Director, Vermont Ethics Commission: Sivret presents Vermont Code of Ethics outline and takes questions from Commissioners and staff.

At 4:25 p.m., Sivret excused.

At 4:31 p.m., ELLIS moves to go into executive session on HRC Case No. E22-0044. BESIO seconds. CHRISTIE, ELLIS, BESIO, and NAGY vote in favor. WILSON abstains. WILSON is excused from the meeting to catch a bus.

At 4:40 p.m., WILSON rejoins the meeting by phone.

CHRISTIE brings the Commission out of executive session at 4:50 p.m.

HRC Case No. PA23-0016: NAGY moves to find that there are no reasonable grounds to believe that Respondent unlawfully discriminated against Complainant based on her disability in violation of Vermont's' Public Accommodations Act and that there are no reasonable grounds to believe that Respondent unlawfully retaliated against Complainant in violation of Vermont's Public Accommodations Act. WILSON seconds. CHRISTIE, WILSON, BESIO, and NAGY vote in favor. ELLIS abstains. So moved.

HRC Case No. E22-0044: BESIO moves to find that there are reasonable grounds to believe that Respondent unlawfully discriminated against Complainant with respect to sex in violation of Vermont's Fair Employment Practices Act. NAGY seconds. CHRISTIE, WILSON, BESIO, and NAGY vote in favor. ELLIS abstains. So moved.

Pre-Determination Conciliation Agreement - HRC Case No. PA22-0204: ED asks permission to approve the PDCA on behalf of one or more Commissioners, contingent on full execution by the parties. CHRISTIE moves to authorize ED to so approve. BESIO seconds. CHRISTIE, WILSON, BESIO, and NAGY vote in favor. ELLIS votes no and asks that her signature not appear on the settlement agreement.

The meeting was adjourned at 5:00 p.m.

**NEXT MEETING: January 25, 2024.**

Dated at Montpelier, Vermont this 7th day of December 2023.

Respectfully submitted:

/s/ Big Hartman

Big Hartman, Esq.  
HRC Executive Director & General Counsel