



**Human Rights Commission**  
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**VERMONT HUMAN RIGHTS COMMISSION  
MINUTES  
March 28, 2024**

**PRESENT:** Commissioners: Kevin **CHRISTIE**, Chair; Nathan **BESIO**; Joan **NAGY**, Bruce **WILSON** (remote); Alternate Chuck **KLETECKA** (joined at 9:30am). Staff: Big Hartman Executive Director (ED); Dan Flynnjac, Investigating Attorney, Maia Hanron, Executive Staff Assistant (minutes)

**ABSENT:** Dawn **ELLIS**

Commissioner **CHRISTIE** called the meeting to order at 9:28 a.m.

**BUSINESS MEETING**

**MINUTES:** **NAGY** moved to accept the minutes of the February 22, 2024, meeting as presented. The motion was seconded by **BESIO**. Vote 4-0.

**BUSINESS MEETING:**

At 9:30am ED, noted that they have not been able to make contact with Commissioner **ELLIS** and in lieu has made arrangements for an alternate Commissioner and thanked Commissioner **KLETECKA** for standing in.

ED and Commissioners discussed agenda for the day and possible end-time. All agreed to a working lunch and that the meeting would adjourn early.

ED, Commissioners, and Staff discussed the new Investigative Report format, and Commissioners shared their constructive feedback.

ED reminded the Commissioners of the April 1, 2024 Just Action Event that the HRC is co-sponsoring. ED shared details on the event.

At 10:55am, **NAGY** moved to go into Executive Session to hear confidential cases. **BESIO** seconded. Unanimous vote in favor.

## **EXECUTIVE SESSION**

At 12:07pm, CHRISTIE took the Commission out of Executive Session on hearing confidential cases.

ED and Commissioners discussed the “severe or pervasive standard” for students.

At 12:25pm Commissioners and staff took a lunch break.

At 12:45pm CHRISTIE took the Commission out of lunch break.

## **BUSINESS MEETING:**

NAGY moved to accept the recommendation that in HV22-0020 there are reasonable grounds to believe that Respondent discriminated against Complainant on the basis of his race, color, national origin, and receipt of public assistance in violation of 9 V.S.A. § 4503. KLETECKA seconded. Unanimous vote in favor (5-0).

NAGY moved to accept the recommendation that in HV22-0020 there are reasonable grounds to believe that Respondent retaliated against the Complainant in violation of 9 V.S.A. § 4506. BESIO seconded. Unanimous vote in favor (5-0).

NAGY moved to accept the recommendation that in PA22-0007 there are reasonable grounds to believe that Respondent discriminated against Complainant on the basis of his race, color, and national origin in violation of 9 V.S.A. § 4502. WILSON seconded. Unanimous vote in favor (5-0).

NAGY moved to accept the recommendation that in PA22-0007 there are reasonable grounds to believe that Respondent retaliated against the Complainant in violation of 9 V.S.A. § 4506. KLETECKA seconded. Unanimous vote in favor (5-0).

BESIO moved to accept the recommendation that in PA22-0006 there are reasonable grounds to believe that Respondents discriminated against the Complainant based on disability by failing to provide reasonable accommodations and failing to address discriminatory harassment, in violation of 9 V.S.A. § 4502.

KLETECKA left the meeting at 12:50pm.

ED and Commissioners discussed logistics around scheduling a future HRC retreat. ED said they would confirm plans in next month’s ED Report.

Meeting adjourned at 1:04pm.

**NEXT MEETING April 25, 2024.**

The meeting was adjourned at 1:04pm.

Dated at Montpelier, Vermont this 28th day of March 2024.

Respectfully submitted:

A handwritten signature in black ink, appearing to read "Big Hartman". The signature is fluid and cursive, with a prominent initial "B" and a long, sweeping tail.

Big Hartman  
Executive Director