



Human Rights Commission
12 Baldwin Street
Montpelier, VT 05633-6301
hrc.vermont.gov

[phone] 802-828-2480
[fax] 802-828-2481
[tdd] 877-294-9200
[toll free] 1-800-416-2010

VERMONT HUMAN RIGHTS COMMISSION
MINUTES
August 24, 2023

PRESENT: Commissioners: Chair Kevin Christie (9:40am), Bruce Wilson, Alternate Commissioners Donald Vickers, Chuck Kletecka. Staff: Big Hartman, Executive Director; Cassie Burdyslaw, Daniel Flynnjac, Staff Attorneys; Amanda Garcés, Director of Policy, Education, and Outreach; Maia Hanron, Executive Staff Assistant (minutes).

Commissioner Christie called the meeting to order at 9:45a.m.

Chair Christie called for a motion to move into Executive Session. Commissioner Vickers moved to go into Executive Session to discuss confidential case matters at 9:46am. The motion was seconded by Commissioner Wilson. Vote 4-0. Commissioners Christie, Wilson, Vickers, Kletecka in favor. No opposed.

Chair Christie brought the VHRC out of Executive Session at 11:21am.

Commissioner Kletecka moved to accept the recommendation that in HRC Case No. HV22-0007, HUD Case No. 01-21-9823-8, there were Reasonable Grounds to believe that the Respondents discriminated against the Complainants by refusing to grant their reasonable accommodation request. The motion was seconded by Commissioner Vickers. Commissioner Christie, Wilson, Vickers, Kletecka voted in favor. Vote 4-0.

Commissioner Wilson moved to accept the recommendation that in HRC Case No. HV22-0007, HUD Case No. 01-21-9823-8, there were Reasonable Grounds to believe that the Respondents retaliated against the Complainants. The motion was seconded by Commissioner Kletecka. Commissioners Christie and Wilson voted in favor, Commissioner Kletecka abstained, and Commissioner Vickers opposed the vote. Vote 4-1-1.

Chair Christie asked to move the minutes for the July 27, 2023, Commission Meeting. ED Hartman confirmed that with three commissioners present we would meet quorum.

Commissioner Kletecka left the meeting at 11:26am.

Chair Christie noted that there was a written request from an absent Commissioner to vote “nay” in absentia on the minutes, and that will be noted in this month’s meeting minutes, but will not affect the vote.



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Commissioner Wilson brought up an amendment he had emailed to ESA Hanron regarding his attendance. ESA Hanron clarified that she had updated the draft minutes with his amendment.

Commissioner Vickers moved to approve the meeting minutes for the July 27, 2023, monthly Commission meeting as written. Commissioner Wilson seconded the motion to approve the minutes from the July 27, 2023, meeting. Vote 2-1 with Commissioners Christie and Wilson in favor. Commissioner Vickers abstained from the vote.

Commissioner Vickers made a motion to accept the ED Report. Commissioner Wilson seconded the motion. Commissioners Christie, Wilson, Vickers voted in favor. Vote 3-0.

Commissioner Wilson thanked ED Hartman for their work on the report given it's their first official Commission meeting as Executive Director.

ED Hartman wanted to supplement the report by saying that we have just been granted authority to start the search for the new Litigator Position, which will hopefully start the end of October. They also updated the Commission on the Investigating Attorney search process and that finalist interviews are scheduled for 8/25/23.

PRE-DETERMINATION CONCILIATION AGREEMENTS (by staff)

Commissioner Vickers moved to approve the conciliation agreement in HRC Case No. PA23-0004. Commissioner Wilson seconded. Vote 3-0.

ED Hartman said that given the low Commissioner attendance rate today, it does not seem worthwhile to address the Legislative Planning agenda item today and will postpone until next month's meeting if time allows. ED Hartman noted that LGBTQ+ diversity training is also on the agenda for a future meeting.

Commissioner Vickers asked for an update on PA18-0011 which is noted in the ED report as being monitored. ED Hartman read the terms of the PDCA.

Commissioner Vickers commented on the upcoming LGBTQ+ diversity training and wondered if we are seeing a lot of issues in this area.

ED Hartman stated that as a member of that community, they felt the Commission in general would benefit from this training.



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Commissioners and staff discussed recent negative discriminatory trends they are seeing affecting Vermont's and national LGBTQ+ communities. ED Hartman said that there may need to be defensive action within the State House.

Amanda Garcés, Director of Policy, Education, and Outreach, discussed some of the efforts to address these issues along with disability rights for students, in the Education Quality Standards that will hopefully pass in December.

Commissioner Vickers thanked staff and Commissioners for being part of today's meeting as he enjoys these types of conversation and the integrity of the case investigations.

Chair Christie stated that we will need to go into Executive Session to discuss personnel matters.

Commissioners and Staff discussed the open meetings laws and ED Hartman clarified that we can still meet in executive session with quorum, but cannot take action.

Commissioner Vickers made a motion to move into Executive Session at 12:04pm to discuss personnel matters. Commissioner Wilson seconded. Commissioners Christie, Wilson, and Vickers voted in favor. Vote 3-0.

Chair Christie brought the VHRC out of Executive Session at 12:37pm.

Commissioner Vickers made a motion to adjourn the meeting at 12:37pm. Commissioner Wilson seconded. Commissioners Christie, Wilson, and Vickers voted in favor. Vote 3-0.

NEXT MEETING Thursday, September 28, 2023.

The meeting was adjourned at 12:37pm.

Dated at Montpelier, Vermont this 24th day of August 2023.

Respectfully submitted:

/s/ Big Hartman

Big Hartman
Executive Director