



**Human Rights Commission**  
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## VERMONT HUMAN RIGHTS COMMISSION MINUTES

**October 27, 2022**

PRESENT: Commissioners: Kevin Christie, Chair, Nathan Besio, Joan Nagy, Bruce Wilson, and Don Vickers, Alternate.

Staff: Bor Yang, Executive Director; Cassandra Burdyshaw, Big Hartman, and Daniel Flynn, Staff Attorneys; Amanda Garcés, Director of Policy, Education, and Outreach; John McKelvie, Executive Assistant (minutes).

ABSENT: Commissioner Dawn Ellis

Commissioner Christie called the meeting to order at 8:39 am.

### **BUSINESS MEETING**

#### MEETING MINUTES

Commissioner Besio made a motion to accept the September 22, 2022, minutes as presented. Commissioner Nagy seconded. Vote 3-0-1 (Commissioner Vickers abstained due to not being present at the previous meeting; Commissioner Wilson not yet present).

#### EXECUTIVE DIRECTOR'S REPORT

Executive Director Yang shared two important updates:

Executive Staff Assistant McKelvie will leave employment with the HRC in mid-November. HRC Commissioners and staff wished ESA McKelvie well and he shared his gratitude and appreciation for the HRC community.

Director of Policy, Education, and Outreach Amanda Garcés, along with the staff of the Office of Racial Equity, successfully put together the Hispanic Heritage Month celebration on October 15<sup>th</sup>. The celebration occurred on the Statehouse lawn and was well attended by the public. The HRC will likely collaborate with the Office of Racial Equity to undertake the next civil rights conference.

Commission Chair Christie mentioned that he would soon coordinate a meeting between HRC staff, the Office of Legislative Counsel, and the Office of Racial Equity, in order to discuss legislative priorities for the upcoming session.

### **EXECUTIVE SESSION**

Commissioner Nagy made a motion to go into executive session to discuss and hear confidential cases at 8:47 am. Commissioner Vickers seconded. Vote 4-0.

Commissioner Wilson joined the hearing around 9:12 am.

Commissioner Christie brought the VHRC out of executive session at 12:04 pm.

### **BUSINESS MEETING CONTINUED**

#### HRC Case No: E21-0006

Commissioner Vickers moved to find no reasonable grounds to believe that discrimination occurred on the basis of sex. The motion was seconded by Commissioner Besio. Vote 5-0.

Commissioner Nagy moved to find no reasonable grounds to believe that retaliation occurred. The motion was seconded by Commissioner Vickers. Vote 5-0.

#### HRC Case No: E21-0001

Commissioner Nagy moved to find reasonable grounds to believe that discrimination occurred on the basis of sex. The motion was seconded by Commissioner Wilson. Vote 5-0.

Commissioner Nagy moved to find reasonable grounds to believe that retaliation occurred. The motion was seconded by Commissioner Besio. Vote 4-1 (Commissioner Vickers opposed).

#### HRC Case No: HV23-0002

Commissioner Besio moved to find no reasonable grounds to believe that discrimination occurred on the basis of sex, sexual orientation, or marital status. The motion was seconded by Commissioner Vickers. Vote 5-0.

Staff and Commissioners took a break for lunch from 12:12pm to 12:53pm.

### **EXECUTIVE SESSION**

Commissioner Vickers made a motion to go into executive session to discuss and hear confidential cases at 12:54 pm. Commissioner Vickers seconded. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 2:26 pm.

### **BUSINESS MEETING CONTINUED**

#### HRC Case No: HV22-0010

Commissioner Nagy moved to find reasonable grounds to believe that discrimination occurred on the basis of disability. The motion was seconded by Commissioner Vickers. Vote 5-0.

Commissioner Nagy moved to find reasonable grounds to believe that discrimination occurred on the basis on receipt of public assistance. The motion was seconded by Commissioner Vickers. Vote 5-0.

Commissioner Nagy moved to find reasonable grounds to believe that discrimination occurred on the basis of sex. The motion was seconded by Commissioner Besio. Vote 5-0.

#### HRC Case No: HV21-0015

Commissioner Besio moved to find reasonable grounds to believe that discrimination occurred on the basis of disability. The motion was seconded by Commissioner Nagy. Vote 5-0.

### PRE-DETERMINATION CONCILIATION AGREEMENT

Commissioners reviewed and approved of a conciliation agreement in the following case:

HRC Case No: PA22-0003

Commissioner Besio recused himself from the case scheduled for 3:00pm (HV21-0011) and left the meeting at 2:34 pm.

### **EXECUTIVE SESSION**

Commissioner Vickers made a motion to go into executive session to discuss and hear a confidential case at 2:35 pm. Commissioner Nagy seconded. Vote 4-0.

Commissioner Christie brought the VHRC out of executive session at 4:03 pm.

### **BUSINESS MEETING CONTINUED**

HRC Case No: HV22-0011

Commissioner Vickers moved to find no reasonable grounds to believe that discrimination occurred on the basis of disability. The motion was seconded by Commissioner Nagy. Vote 3-1 (Commissioner Wilson opposed).

Commissioner Vickers moved to find no reasonable grounds to believe that retaliation occurred. The motion was seconded by Commissioner Nagy. Vote 3-1 (Commissioner Wilson opposed).

The meeting was adjourned at 4:12 pm.

### **NEXT MEETING December 1, 2022**

Dated at Montpelier, Vermont this 27<sup>th</sup> day of October 2022.

Respectfully submitted:

/s/ Bor Yang

Bor Yang  
Executive Director