



VT Human Rights Commission
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ATTACHMENT 1

**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
September 24, 2015**

PRESENT: Commissioners: Mary Marzec-Gerrior, Chair, Mary Brodsky, Nathan Besio, Dawn Ellis and Chuck Kletecka, Substitute Commissioner. Staff: Karen Richards, Executive Director, Nelson Campbell, Katherine Spence, and Ellen Maxon, Administrative Law Examiners, Jocelyn Bolduc, Executive Staff Assistant (minutes).

Commissioner Marzec called the meeting to order at 9:10 a.m.

EXECUTIVE SESSION:

Ellis made a motion to go into executive session to discuss matters regarding a confidential case set for hearing. The motion was seconded by Brodsky. Vote 4-0 (Kletecka not yet present)

The Commission came out of executive session to prepare for hearing.

Kletecka moved to go into executive session to hear confidential cases. The motion was seconded by Brodsky. Vote 5-0

The Commission came out of executive session to vote. Brodsky moved to accept the Administrative Law Examiner's recommendation of no reasonable grounds to believe that the complainant was discriminated against based on disability in VHRC Case No. HV15-0020; HUD Case No. 01-15-0348-8. The motion was seconded by Besio. Vote 5-0

Ellis moved to go into executive session to hear confidential cases. The motion was seconded by Besio. Vote 5-0

The Commission came out of executive session to vote. Kletecka moved to accept the Administrative Law Examiner's recommendation of no reasonable grounds to believe that the complainant was discriminated against based on disability and receipt of public benefits in VHRC Case No. HV15-0014; HUD Case No. 01-15-0253-8. The motion was seconded by Besio. Vote 5-0

Brodsky moved to go into executive session to hear confidential cases. The motion was seconded by Kletecka. Vote 5-0

The Commission came out of executive session to vote. Besio moved to accept the Administrative Law Examiner's recommendation of no reasonable grounds as to discrimination on the basis of race in VHRC Case No. E15-0002. The motion was seconded by Brodsky. Vote 3-2

Kletecka moved to accept the Administrative Law Examiner's recommendation of no reasonable grounds as to retaliation in VHRC Case No. E15-0002. The motion was seconded by Besio. Vote 5-0

BUSINESS MEETING

MINUTES: Brodsky moved to accept the minutes of the August 27, 2015 meeting as written. The motion was seconded by Besio. Ellis moved to amend minutes to reflect discussion during business meeting and presented her amendments. Marzec-Gerrior, Chair suggested the discussion highlights be bulleted. Kletecka moved to accept minutes with suggested amendment. The motion was seconded by Besio. Vote 5-0

EXECUTIVE DIRECTOR REPORT:

BUDGET HUD will be releasing the entire grant of \$82,850 which is \$16,130 more than received last year. This is due to HUD's new payment schedule that increased our administrative cost allocation and the new payment schedule for cases.

Planning for the FY17 budget process is underway. Agencies are being asked to level fund again this year.

STAFFING ALE Spence resigned her position effective September 28, 2015. Recruitment for her replacement is underway.

MEETINGS There was discussion about Commissioners attending public meetings with the executive director in order to increase the VHRC's visibility. Any Commissioners interested in attending various meetings should contact ED Richards.

UPDATES

VHRC Policies – The VHRC DHR approved the VHRC Policies with an amendment to include language that VHRC employees may contact the Department of Human Resources to complain about discrimination.. Besio moved to accept the policy amendment. The motion was seconded by Brodsky. Vote 5-0

Staff Evaluations - ED Richards has completed all staff evaluations.

AG/DHR Agreements - ED Richards is continuing to work with Senior Assistant Attorney General on a confidentiality agreement to protect information that is sensitive but is not otherwise protected from disclosure by other state or federal laws.

LITIGATION UPDATE

Silloway and VHRC v. DOC and DHR, Docket No. 778-11-12 Wncv. No decision has been issued.

PRE-DETERMINATION CONCILIATION AGREEMENTS (by staff)

Individual v. Business
VHRC Case No. PA15-0024
Approved by the Commissioners 5-0

Individual v. Landlord
VHRC Case No. HV16-0007
HUD Case No. 01-15-0401-8

STATISTICS and OUTREACH

Commissioners like the new format for data reporting. Concerns were raised by Ellis regarding housing complaints being down due to complainant's failure to return the complaint or to keep in contact.

The HRC has a Public Service Announcement running on local television station WCAX about Fair Housing.

EXECUTIVE SESSION

Ellis moved to go into executive session to vote on the executive director's performance evaluation and salary recommendation. Seconded by Brodsky. Vote 4-0

The Chair brought the Commission out of executive session.

BUSINESS MEETING RESUMED

At the next Commission meeting the first half of the meeting will be a strategic meeting for Commissioners and HRC staff. Hearings will be heard beginning at 1:00 p.m. with the business meeting to follow.

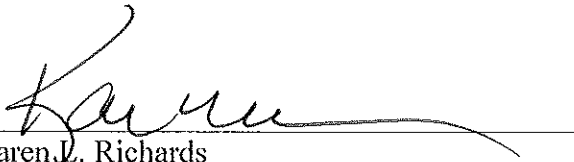
Two additional contact numbers will be gotten from Complainants upon acceptance of a complaint.

NEXT MEETING October 22, 2015 at Community National Bank in Barre.

The meeting was adjourned by the chair at 3:20 p.m.

Dated at Montpelier, Vermont this 24th day of September 2015.

Respectfully submitted:

A handwritten signature in cursive script, appearing to read "Karen L. Richards", written over a horizontal line.

Karen L. Richards
Executive Director