

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, NOVEMBER 9, 2021; 12:00 PM

REGULAR MEETING VIA ZOOM

AMID CONCERNS ABOUT THE SPREAD OF COVID-19 (CORONAVIRUS) WITHIN OUR COMMUNITY, AS AN ONGOING MITIGATION MEASURE, IN COMPLIANCE WITH CDC RECOMMENDATIONS, THE COMMISSION WILL HOST ITS NEXT MONTHLY MEETING, SCHEDULED FOR NOVEMBER 9, 2021 AT NOON THROUGH A VIRTUAL FORMAT. THIS ACTION HAS BEEN TAKEN DUE TO SAFETY CONCERNS ASSOCIATED WITH COVID-19. THE HEALTH AND SAFETY OF COMMUNITY MEMBERS, VISITORS, CUSTOMERS AND OUR STAFF AT THE DAVENPORT CIVIL RIGHTS COMMISSION IS ALWAYS A TOP PRIORITY. IT IS WITH THIS IN MIND THAT WE HAVE TAKEN THIS STEP TO MITIGATE THE POSSIBILITY OF COMMUNITY TRANSMISSION. IF YOU WOULD LIKE TO SIGN UP TO ATTEND OUR NEXT MEETING, PLEASE REGISTER IN ADVANCE FOR THIS MEETING- YOU WILL FIND THE LINK IN THE AGENDA UNDER ROLL CALL. AFTER REGISTERING, YOU WILL RECEIVE A CONFIRMATION EMAIL CONTAINING INFORMATION ABOUT JOINING THE MEETING.

I. Roll Call

A. Join Zoom Meeting

[https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09)
[pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09)

II. Approval of Agenda

III. Approval of Minutes

A. Minutes October 2021

IV. Directors Report

A. Directors Report October 2021

B. Case status Report October 2021

C. Case status Report September 2021

D. Directors Report September 2021

V. New Business

A. E-0068-0035-17

B. Finance report

VI. Old Business

- A. Commission Meeting Format
- B. TITLE VI Coordinator overview
- C. Commissioner Training
- D. Police Reforms Proposal Followup
- E. Commissioner Communication Update

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:

Join Zoom Meeting

<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09>

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:23 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes October 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Minutes October 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:56 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
October 12, 2021

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, October 12, 2021, online using Zoom. Commissioner Ruby Batimana, presided.

COMMISSIONERS PRESENT:

Ruby Batimana
Ethelene Boyd
Michael Guster
Henry Karp
Richard Pokora
Janelle Swanberg
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Anjeanette Lindle
Cody Eliff
Others from the community

AGENDA

A motion was made by Commissioner Boyd approve the agenda, it was seconded by Commissioner Transou. All commissioners voted yes. Commissioner Swanberg raised the question of a missing agenda item, based upon her request for discussion of a financial report to be added to the Director's report starting next month.

APPROVAL OF MINUTES

On motion by Commissioner Transou, seconded by Commissioner Boyd, minutes of the regular meeting of August 10, 2021 were approved. All Commissioners voted yes.

On motion by Commissioner Swanberg, seconded by Commissioner Guster, the minutes of the September 14, 2021 were approved. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey was unable to attend the meeting. Anjeanette Lindle stated the Director would present the report at the next meeting.

NEW BUSINESS

Financial Report

Commissioner Swanberg stated she would like to see a short version of a financial report

presented at each meeting. Commissioners were reminded that this was not an agenda item, and as such, action could not be taken upon it with the requisite 24 hour notice to the public. Commissioner Swanberg stated that there was public notice of the agenda item, stating it was contained within the September meeting minutes. Commissioner Batimana reiterated the same concerns. Commissioner Guster stated he feels the request duplicates the existing financial report, publicly available on the City's website, reiterating that the meetings are already too long without addressing substantive issues. Commissioner Guster further expressed frustration with the consistent demands to add additional duties onto the staff, without consideration for the capacity of the already understaffed agency to complete the tasks. Commissioner Karp stated he wanted to see our budget monthly, and that other meetings such as ours do it regularly. Commissioner Swanberg made an amended motion to an earlier one after discussion between herself, Commissioner Karp, and Commissioner Guster to state to add monthly financial information to the agenda. Commissioner Guster stated that he felt that it would be most appropriate to table this discussion and properly add the item to the November agenda. Commissioner Swanberg stated she wanted it placed on the November agenda so it could be discussed because she thought that it should be added to the agenda on a monthly basis, permanently. It was seconded by Commissioner Karp. Commissioners who approved were Boyd, Karp, Batimana, Pokora, Swanberg, and Transou. Commissioners opposed were Commissioner Guster. The motion passed.

E-0068-0035-17

A motion was made by Commissioner Swanberg to table this case due to Director Lacey being absent, it was seconded by Commissioner Guster. All Commissioners approved and the motion carried.

OLD BUSINESS

A motion was made by Commissioner Swanberg for the next CRC meeting to be held on Zoom, it was seconded by Commissioner Boyd. All Commissioners approved.

Director Lacey had asked that Title VI discussions be tabled until she returns next month. Commissioner Guster made a motion that we table Title VI, it was seconded by Commissioner Swanberg. All Commissioners approved.

Commissioner training was discussed, Commissioner Karp stated we can't move forward with this without the Director and he asked for this conversation to be tabled. Commissioner Swanberg made a motion for the Commission training to be moved to next month, it was seconded by Commissioner Karp. All Commissioners approved.

The Annual Report was discussed, Cody Eliff stated it was all straightened out on the website and has been updated from 2017.

In the followup to Police Reforms, Commissioner Karp reiterated that Director Lacey stated we are a conduit for filing complaints involving the police dept. Complaint forms are available at City Hall. Commission Chair Batimana asked if this information could be put out on social media where it could reach more people.

Updates for Commission Communication were discussed. Commissioner Boyd stated her mediation team is rescheduling because of someone not attending. Commissioner Guster stated his team needs to meet and then set up another time to meet with the Mayor and City

Administrator.

Commissioner Guster also made a statement about how he feels the Commission could do better for the community. Commissioner Guster stated he feels the Commission is stagnate in getting things done.

PUBLIC COMMENT

Anita Glenn

Commissioner Boyd discussed sending a plant/card to Director Lacey for a death in the family.

CLOSED SESSION: pursuant to Iowa Code 21.5 (1)(f)

A. PA-0133-0025-15

At 1:22 o'clock pursuant to Iowa Code 21.5 (1) (f), and upon motion by Commissioner Guster, seconded by Commissioner Swanberg and with all Commissioners: Batimana, Boyd, Guster, Karp, Pokora, Swanberg, and Transou present and voting yes, the Commission moved into closed session to discuss a decision to be rendered in a contested case.

The Commission reconvened at 1:54 p.m. A roll call was taken, all Commissioners were present.

The Commission's statement is: We affirm the ALJ's decision that the DCRC does not have jurisdiction in this case, but we do encourage the plaintiff to pursue other legal avenues under the ADA.

A motion was made by Commissioner Pokora to approve the statement, it was seconded by Commissioner Batimana. Commissioners Karp, Batimana, Pokora, Swanberg, and Transou voted yes. Commissioners Boyd and Guster voted no. The motion passed 5-2.

ADJOURN

At 2:01 p.m. a motion was made by Commissioner Pokora, seconded by Commissioner Batimana, to adjourn the meeting. All Commissioners voted yes.

Next Commission meeting is scheduled for November 9, 2021, at noon.

Submitted by Jeff Transou, secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report October 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report October 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:23 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
October 2021**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of October.
2. Two housing cases settled during the month of October. One case involved an allegation of disability discrimination, failure to accommodate a service animal. This complaint settled for \$1269.00 and relief in the public interest. The second complaint involving allegations of race discrimination, settled in conciliation for \$3500.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked on HUD Partnership Funds proposal implementation.
2. Director worked on implementation procedures for the EEOC outreach proposal.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director continued to monitor COVID-19 rates and its impact on office functions.
5. Director facilitated a Pushout book discussion at the Davenport Library.
6. Director worked on case resolution documents.
7. Director worked on litigation.
8. Director worked on case processing documents.
9. Director and Housing Analyst worked on outreach and education proposal procedures for HUD funding.
10. Housing Analyst prepared quarterly report.
11. Housing Analyst worked on investigations.
12. Housing Analyst worked on housing investigations.
13. Housing Analyst worked on housing inquiries.
14. Housing Analyst worked on case resolutions.
15. Civil Rights Specialist worked on case resolutions.
16. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Ongoing bullying/harassment Commission staff
2. Budget

IV. NEW BUSINESS

1. Commissioner Training

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case status Report October 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report October 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 10:08 AM



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	0	0
Total	0	0

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	4
Education	1
Housing	2
NJ EEOC Referral	1
Public Accommodation	0
Transit Title VI	0
Total	8

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	7
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	8

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	0	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	0	Mental Disability	2
Religion	1	Age under 40	0	Physical Disability	2
Sex	0	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	0
				Race	4

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	5	Advertising	0	Fail To Hire	0
Negative Treatment	3	Accessibility	0	Harassment	2	Fail To Promote	0
Racial Harassment	1	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	2	Fail To Serve	0
Termination	1	Discipline	0	Fail to Accom/Mod	3		



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	0
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	0
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	0
No Probable Cause	2
Mediation Settlement	0
Jurisdiction waived	3
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	8

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	4
No Jurisdiction	
Statute of limitations	4
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	4
Insufficient # employees	0
No Basis	4
No Area	3
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	4
Right to sue letter issued	2
No Probable Cause	16
Mediation Settlement	3
Jurisdiction waived	5
Fact do not support claim	5
Does not warrant further actions	3
Conciliation	2
Complaint Withdrawn/Duplicate	4
Commission Final Decision	3
Conciliation Failed	1
Total Dispositions	68

Summary: Previous Open: 191 (+) New Open 8 (-) Closed 8 (=) Total Open 191

Probable Cause (Monthly) = 0 (Annual) = 5

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	3
Total number for year 2016	6
Total number for year 2017	27
Total number for year 2018	35
Total number for year 2019	41
Total number for year 2020	30
Total number for year 2021	48
Total	191

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	2
PC/Conciliation	3
Final Review	29
Final Investigation	13
Intermediate Investigation	15
Mediation	3
Mediation/Intermediate Invest.	0
Initial Investigation (3)	7
Initial Investigation (2)	77
Initial Investigation	31
Initial Review / Screening	7
Opened	0
Subpoena Issued	2
Total	191



**Civil Rights
Commission**
City Hall
226 West 4th Street
Davenport, IA 52801

CASE STATUS REPORT
Monthly Summary
October 01 , 2021 THRU October 31 , 2021



City of Davenport

Page: 3



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Respondent Training	1	1.5	5
Total	1	1.5	5

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	8	72	262
School	1	2	15
Respondent Training	2	3.5	10
Total	11	77.5	287

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	7
Closed with resolution	2	8

Monthly	
Resolution	Count
Monetary Settlement	2
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	4

Year to Date	
Resolution	Count
Monetary Settlement	7
No Resolution	7
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	15

Total monthly settlement amount: \$4,769.00

Total yearly settlement amount: \$69,269.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	4
Other	0	4	HUD	0	2
Help Legal	0	8	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
EEOC	0	2	Other City Departments	0	4
Bettendorf Human	0	0	DPD Internal Affairs	0	1
US Dept of Labor	1	1	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	0
Landlord Association	0	0	Total	1	39



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
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Case Listing for 2015

E-0078-0039-15	Final Investigation
ED-0118-0002-15	Public Hearing Pending
PA-0133-0025-15	Public Hearing Pending

Case Listing for 2016

E-0053-0024-16	Final Investigation
E-0063-0027-16	PC/Conciliation
PA-0089-0008-16	Final Investigation
E-0107-0050-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Final Review

Case Listing for 2017

PA-0011-0001-17	Final Review
E-0015-0011-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Final Review
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0062-0031-17	Intermediate Investigation
E-0068-0035-17	PC/Conciliation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0075-0040-17	Final Review
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
E-0084-0044-17	Final Review
E-0093-0048-17	Final Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Final Investigation
PA-0108-0014-17	Final Review



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



Case Listing for 2017

E-0117-0057-17	Final Review
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Final Review
E-0131-0070-17	Final Review

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Intermediate Investigation
PA-0015-0001-18	Final Review
E-0021-0010-18	Initial Investigation (3)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0038-0021-18	Final Review
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (3)
E-0077-0036-18	Final Review
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Final Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Final Investigation
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Final Review
PA-0100-0013-18	Final Review
E-0108-0051-18	Final Review
E-0110-0052-18	PC/Conciliation
E-0116-0056-18	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



Case Listing for 2018

E-0120-0059-18	Final Investigation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Final Review
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	Public Hearing Decision Pending
E-0024-0008-19	Final Review
ED-0051-0001-19	Intermediate Investigation
E-0061-0020-19	Initial Investigation (3)
E-0062-0021-19	Initial Investigation (2)
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
ED-0081-0002-19	Initial Investigation (2)
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Initial Investigation (2)
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Intermediate Investigation
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Intermediate Investigation
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Initial Investigation (2)
E-0115-0038-19	Initial Investigation (2)
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation (2)
E-0133-0047-19	Intermediate Investigation
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



Case Listing for 2019

ED-0142-0003-19	Initial Investigation (2)
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Initial Investigation (2)
ED-0160-0005-19	Initial Investigation (2)
E-0163-0058-19	Initial Investigation (2)
H-0165-0044-19	Initial Review / Screening
E-0168-0060-19	Initial Investigation (2)
E-0169-0061-19	Initial Investigation (2)

Case Listing for 2020

E-0001-0001-20	Initial Investigation (2)
E-0002-0002-20	Initial Investigation (2)
ED-0005-0001-20	Initial Investigation (2)
E-0008-0004-20	Initial Investigation (2)
E-0009-0005-20	Initial Investigation (2)
ED-0011-0002-20	Initial Investigation (2)
E-0012-0006-20	Initial Investigation (2)
H-0015-0003-20	Initial Review / Screening
ED-0017-0003-20	Initial Investigation (2)
E-0018-0008-20	Initial Investigation (2)
E-0019-0009-20	Initial Investigation (2)
E-0021-0010-20	Initial Investigation (2)
E-0023-0011-20	Initial Investigation (2)
ED-0030-0005-20	Initial Investigation (2)
ED-0031-0006-20	Initial Investigation (2)
E-0032-0014-20	Initial Investigation (2)
ED-0035-0007-20	Initial Investigation (2)
E-0037-0016-20	Initial Investigation (2)
PA-0039-0004-20	Initial Investigation (2)
E-0046-0018-20	Initial Investigation (3)
E-0049-0020-20	Mediation
E-0058-0021-20	Initial Investigation (2)
E-0060-0023-20	Initial Investigation (2)
E-0062-0024-20	Initial Investigation (2)
E-0067-0025-20	Initial Investigation (2)
E-0068-0026-20	Initial Investigation (2)
E-0069-0027-20	Initial Investigation (2)
E-0070-0028-20	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



Case Listing for 2020

E-0074-0029-20	Initial Investigation
E-0076-0030-20	Initial Investigation (2)

Case Listing for 2021

PA-0001-0001-21	Initial Investigation
E-0002-0001-21	Initial Investigation (2)
ED-0012-0002-21	Initial Investigation
E-0013-0008-21	Initial Investigation
E-0018-0009-21	Initial Investigation (2)
E-0020-0010-21	Initial Investigation
E-0021-0011-21	Initial Investigation
E-0022-0012-21	Initial Investigation (2)
PA-0023-0002-21	Initial Investigation
E-0024-0013-21	Initial Investigation (2)
E-0026-0015-21	Initial Investigation
E-0030-0017-21	Initial Investigation
E-0034-0018-21	Initial Investigation (2)
H-0035-0010-21	Final Investigation
ED-0037-0003-21	Initial Investigation
ED-0038-0004-21	Initial Investigation (2)
E-0040-0019-21	Initial Investigation
E-0045-0022-21	Initial Investigation
E-0048-0023-21	Initial Investigation
H-0050-0015-21	Intermediate Investigation
E-0052-0024-21	Initial Investigation
H-0059-0021-21	Subpoena Issued
E-0060-0027-21	Initial Investigation
E-0061-0028-21	Initial Investigation
PA-0062-0006-21	Initial Investigation
PA-0063-0007-21	Initial Investigation
PA-0064-0008-21	Initial Investigation
E-0065-0029-21	Initial Investigation
TR-0066-0002-21	Mediation
E-0067-0030-21	Initial Investigation
H-0069-0023-21	Intermediate Investigation
H-0070-0024-21	Subpoena Issued
E-0071-0031-21	Initial Investigation
E-0074-0032-21	Initial Investigation



CASE STATUS REPORT

Monthly Summary

October 01 , 2021 THRU October 31 , 2021



Case Listing for 2021

H-0075-0025-21	Initial Review / Screening
E-0076-0033-21	Initial Investigation
E-0077-0034-21	Initial Investigation
E-0078-0035-21	Initial Investigation
H-0079-0026-21	Initial Investigation (2)
H-0080-0027-21	Mediation
E-0081-0036-21	Initial Investigation
H-0082-0028-21	Initial Investigation (3)
E-0083-0037-21	Initial Investigation
ED-0084-0005-21	Initial Investigation
H-0086-0029-21	Initial Investigation
E-0087-0039-21	Initial Investigation
NJR-0088-0004-21	Initial Review / Screening
E-0089-0040-21	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case status Report September 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report September 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 10:10 AM



CASE STATUS REPORT

Monthly Summary

September 01 , 2021 THRU September 30 , 2021

Informal Case Information

Monthly			Year to Date		
Area	Filed	Closed	Area	Filed	Closed
Housing	0	0	Housing	0	0
Total	0	0	Total	0	0

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed		Areas Closed	
Area	Count	Area	Count
Credit	0	Credit	0
Employment	6	Employment	8
Education	0	Education	0
Housing	3	Housing	6
NJ EEOC Referral	1	NJ EEOC Referral	1
Public Accommodation	1	Public Accommodation	1
Transit Title VI	0	Transit Title VI	1
Total	11	Total	17

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	2	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	0	Mental Disability	2
Religion	0	Age under 40	0	Physical Disability	2
Sex	0	Retaliation-ADA	0	Familial Status	1
Sex Orientation	1	Color	1	Marital Status	0
				National Origin	1
				Race	6

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	3	Advertising	1	Fail To Hire	0
Negative Treatment	5	Accessibility	0	Harassment	3	Fail To Promote	1
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	2	Fail To Serve	0
Termination	3	Discipline	1	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

September 01 , 2021 THRU September 30 , 2021



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	2
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	1
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	8
Mediation Settlement	0
Jurisdiction waived	1
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	17

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	4
No Jurisdiction	
Statute of limitations	4
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	4
Insufficient # employees	0
No Basis	4
No Area	3
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	2
No Probable Cause	14
Mediation Settlement	3
Jurisdiction waived	2
Fact do not support claim	5
Does not warrant further actions	3
Conciliation	2
Complaint Withdrawn/Duplicate	3
Commission Final Decision	3
Conciliation Failed	1
Total Dispositions	60

Summary: Previous Open: 197 (+) New Open 11 (-) Closed 17 (=) Total Open 191

Probable Cause (Monthly) = 1 (Annual) = 5

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	3
Total number for year 2016	6
Total number for year 2017	27
Total number for year 2018	35
Total number for year 2019	41
Total number for year 2020	30
Total number for year 2021	48
Total	191

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	2
PC/Conciliation	3
Final Review	29
Final Investigation	16
Intermediate Investigation	14
Mediation	3
Mediation/Intermediate Invest.	0
Initial Investigation (3)	6
Initial Investigation (2)	75
Initial Investigation	25
Initial Review / Screening	11
Opened	5
Total	191



**Civil Rights
Commission**
City Hall
226 West 4th Street
Davenport, IA 52801

CASE STATUS REPORT
Monthly Summary
September 01 , 2021 THRU September 30 , 2021



City of Davenport

Page: 3



CASE STATUS REPORT

Monthly Summary

September 01 , 2021 THRU September 30 , 2021



Staff Presentation Information

Monthly Presentations

Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations

Presentation type	Count	Hours	People
Community	8	72	262
School	1	2	15
Respondent Training	1	1.5	5
Total	10	75.5	282

Mediation and Settlement Information

Mediation & Settlement

	Month	YTD
Held with no resolution	0	5
Closed with resolution	0	6

Monthly

Resolution	Count
Monetary Settlement	0
No Resolution	0
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	0

Year to Date

Resolution	Count
Monetary Settlement	5
No Resolution	5
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	11

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$64,500.00

Referrals

Referral Distribution

	Month	YTD		Month	YTD
ICRC	2	6	IDHR	1	4
Other	1	4	HUD	1	2
Help Legal	0	8	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
EEOC	0	2	Other City Departments	0	4
Bettendorf Human	0	0	DPD Internal Affairs	0	1
US Dept of Labor	0	0	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	0
Landlord Association	0	0	Total	5	38



CASE STATUS REPORT Monthly Summary

September 01 , 2021 THRU September 30 , 2021

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Status of Complaints by Number and Year

Case Listing for 2014	
H-0123-0026-14	Court on Appeal
Case Listing for 2015	
E-0078-0039-15	Final Investigation
ED-0118-0002-15	Public Hearing Pending
PA-0133-0025-15	Public Hearing Pending
Case Listing for 2016	
E-0053-0024-16	Final Investigation
E-0063-0027-16	PC/Conciliation
PA-0089-0008-16	Final Investigation
E-0107-0050-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Final Review
Case Listing for 2017	
PA-0011-0001-17	Final Review
E-0015-0011-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Final Review
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0062-0031-17	Intermediate Investigation
E-0068-0035-17	PC/Conciliation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0075-0040-17	Final Review
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
E-0084-0044-17	Final Review
E-0093-0048-17	Final Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Final Investigation
PA-0108-0014-17	Final Review



CASE STATUS REPORT Monthly Summary

September 01 , 2021 THRU September 30 , 2021

Case Listing for 2017

E-0117-0057-17	Final Review
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Final Review
E-0131-0070-17	Final Review

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Intermediate Investigation
PA-0015-0001-18	Final Review
E-0021-0010-18	Initial Investigation (3)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0038-0021-18	Final Review
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (3)
E-0077-0036-18	Final Review
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Final Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Final Investigation
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Final Investigation
PA-0100-0013-18	Final Review
E-0108-0051-18	Final Review
E-0110-0052-18	PC/Conciliation
E-0116-0056-18	Intermediate Investigation



CASE STATUS REPORT Monthly Summary

September 01 , 2021 THRU September 30 , 2021

Case Listing for 2018

E-0120-0059-18	Final Investigation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Final Review
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	Public Hearing Decision Pending
E-0024-0008-19	Final Review
ED-0051-0001-19	Intermediate Investigation
E-0061-0020-19	Initial Investigation (3)
E-0062-0021-19	Initial Investigation (2)
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
ED-0081-0002-19	Initial Investigation (2)
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Initial Investigation (2)
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Intermediate Investigation
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Intermediate Investigation
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Initial Investigation (2)
E-0115-0038-19	Initial Investigation (2)
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation (2)
E-0133-0047-19	Intermediate Investigation
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening



CASE STATUS REPORT

Monthly Summary

September 01 , 2021 THRU September 30 , 2021



Case Listing for 2019

ED-0142-0003-19	Initial Investigation (2)
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Initial Investigation (2)
ED-0160-0005-19	Initial Investigation (2)
E-0163-0058-19	Initial Investigation (2)
H-0165-0044-19	Initial Review / Screening
E-0168-0060-19	Initial Investigation (2)
E-0169-0061-19	Initial Investigation (2)

Case Listing for 2020

E-0001-0001-20	Initial Investigation (2)
E-0002-0002-20	Initial Investigation (2)
ED-0005-0001-20	Initial Investigation (2)
E-0008-0004-20	Initial Investigation (2)
E-0009-0005-20	Initial Investigation (2)
ED-0011-0002-20	Initial Investigation (2)
E-0012-0006-20	Initial Investigation (2)
H-0015-0003-20	Initial Review / Screening
ED-0017-0003-20	Initial Investigation (2)
E-0018-0008-20	Initial Investigation (2)
E-0019-0009-20	Initial Investigation (2)
E-0021-0010-20	Initial Investigation (2)
E-0023-0011-20	Initial Investigation (2)
ED-0030-0005-20	Initial Investigation (2)
ED-0031-0006-20	Initial Investigation (2)
E-0032-0014-20	Initial Investigation (2)
ED-0035-0007-20	Initial Investigation (2)
E-0037-0016-20	Initial Investigation (2)
PA-0039-0004-20	Initial Investigation (2)
E-0046-0018-20	Initial Investigation (3)
E-0049-0020-20	Mediation
E-0058-0021-20	Initial Investigation (2)
E-0060-0023-20	Initial Investigation (2)
E-0062-0024-20	Initial Investigation (2)
E-0067-0025-20	Initial Investigation (2)
E-0068-0026-20	Initial Investigation (2)
E-0069-0027-20	Initial Investigation (2)
E-0070-0028-20	Initial Investigation (2)



CASE STATUS REPORT Monthly Summary

September 01 , 2021 THRU September 30 , 2021

Case Listing for 2020

E-0074-0029-20	Initial Investigation
E-0076-0030-20	Initial Investigation

Case Listing for 2021

PA-0001-0001-21	Initial Investigation
E-0002-0001-21	Initial Investigation
ED-0012-0002-21	Initial Investigation
E-0013-0008-21	Initial Investigation
H-0014-0003-21	Final Review
E-0018-0009-21	Initial Investigation (2)
E-0020-0010-21	Initial Investigation
E-0021-0011-21	Initial Investigation
E-0022-0012-21	Initial Investigation (2)
PA-0023-0002-21	Initial Investigation
E-0024-0013-21	Initial Investigation (2)
E-0026-0015-21	Initial Investigation
H-0029-0008-21	Opened
E-0030-0017-21	Initial Investigation
E-0034-0018-21	Initial Investigation (2)
H-0035-0010-21	Final Investigation
ED-0037-0003-21	Initial Investigation
ED-0038-0004-21	Initial Investigation (2)
E-0040-0019-21	Initial Investigation
H-0044-0012-21	Mediation
E-0045-0022-21	Initial Investigation
H-0047-0013-21	Opened
E-0048-0023-21	Initial Investigation
H-0050-0015-21	Intermediate Investigation
H-0051-0016-21	Opened
E-0052-0024-21	Initial Investigation
H-0054-0018-21	Final Investigation
H-0056-0020-21	Final Investigation
H-0059-0021-21	Initial Investigation (2)
E-0060-0027-21	Initial Review / Screening
E-0061-0028-21	Initial Investigation
PA-0062-0006-21	Initial Investigation
PA-0063-0007-21	Initial Investigation
PA-0064-0008-21	Initial Investigation



CASE STATUS REPORT Monthly Summary

September 01 , 2021 THRU September 30 , 2021



Case Listing for 2021

E-0065-0029-21	Initial Investigation
TR-0066-0002-21	Mediation
E-0067-0030-21	Initial Investigation
H-0069-0023-21	Initial Investigation
H-0070-0024-21	Initial Investigation
E-0071-0031-21	Initial Review / Screening
E-0074-0032-21	Initial Review / Screening
H-0075-0025-21	Opened
E-0076-0033-21	Initial Review / Screening
E-0077-0034-21	Initial Review / Screening
E-0078-0035-21	Initial Review / Screening
H-0079-0026-21	Initial Investigation
H-0080-0027-21	Opened
E-0081-0036-21	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report September 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report September 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 10:10 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR September 2021

I. CASE STATUS

1. No “right to sue” letters were issued in the month of September.
2. No cases settled in mediation during the month of September.

II. OTHER ACTIVITY

1. Director drafted HUD Partnership Funds proposal.
2. Director drafted EEOC outreach proposal.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director continued to monitor COVID-19 rates and its impact on office functions.
5. Director conducted research on the Commission’s responsibilities as the designated Title VI Coordinator for the City of Davenport/Citibus.
6. Director attended Pushout Movie event to discuss bias against Black girls and women and how it contributes to disparities in educational discipline.
7. Director worked with Pushout planning committee on scheduling and facilitating a Pushout book discussion with the Davenport Library.
8. Director worked on case resolution documents.
9. Director worked on litigation.
10. Director worked on case processing documents.
11. Director and Housing Analyst worked on outreach and education proposal ideas for HUD funding.
12. Housing Analyst worked on investigations.
13. Housing Analyst worked on housing investigations.
14. Housing Analyst worked on housing inquiries.
15. Housing Analyst worked on case resolutions.
16. Civil Rights Specialist worked on case resolutions.
17. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Ongoing bullying/harassment Commission staff

IV. NEW BUSINESS

1. Budget

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0068-0035-17

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:57 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Finance report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:58 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Meeting Format

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:58 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
TITLE VI Coordinator overview

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:58 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commissioner Training

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:58 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Police Reforms Propasal Followup

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:59 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commissioner Communication Update

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/8/2021 - 9:59 AM