

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, OCTOBER 11, 2022; 12:00 PM

VIRTUAL VIA ZOOM [HTTPS://US02WEB.ZOOM.US/S/84869608008](https://us02web.zoom.us/j/84869608008)

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 OCTOBER 11, 2022 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. Meeting Link:
[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. September 13, 2022 Meeting Minutes

IV. Directors Report

- A. Director's Report
- B. Case Status Report

V. New Business

- A. ED-0109-0002-14
- B. Commissioner Training
- C. H-0123-0026-14
- D. E-0139-0069-16

VI. Old Business

A. DCRC Commissioner Code of Conduct and Ethics

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department: Civil Rights
Contact Info:

Date
10/7/2022

Subject:
September 13, 2022 Meeting Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	September 13, 2022 Meeting Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:27 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
September 13, 2022

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, September 13, 2022, online using Zoom. Commission Chair Michael Guster, presided.

COMMISSIONERS PRESENT:

Ethelene Boyd
Michael Guster
Andrew Lopez
Richard Pokora
Angela Reyes
Charlene Upchurch-Taylor (Entered the meeting later)
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Director Latrice Lacey
Others from the community

AGENDA

The agenda was approved by unanimous consent.

APPROVAL OF MINUTES

On motion by Commissioner Boyd, seconded by Commissioner Transou, the minutes of the regular meeting on August 22, 2022 were moved. All Commissioners approved.

On motion by Commissioner Boyd, seconded by Commissioner Guster, the minutes of the special meeting on August 29, 2022 were moved. All Commissioners approved.

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters issued for the month of August, and no cases were settled in mediation. The Director and Housing Analyst attended the IAOHRA conference. Director Lacey stated the conference was very informative. Director Lacey stated she got to meet some fair housing experts, located in the Chicago area, that the agency can collaborate with on fair housing outreach related activities in the future. The Director stated a couple of other things they are working on are awareness relating to the civil rights related concerns involving artificial intelligence. The Director stated she developed EEOC outreach and education funding ideas. Director Lacey stated there's been a lot of discussion about how artificial intelligence conducts decision making in housing through lending, but the agency will now work on outreach activities to highlight the role of artificial intelligence in the hiring and candidate selection process in employment.

The Director also mentioned a decision the Commission made last year has been remanded back to the Commission again. Director Lacey stated she would send that decision out to all Commissioners after today's meeting. The Director stated it could be added to the agenda for next month. Director Lacey stated the Commission received \$2500 in special enforcement

funding from HUD which can assist with enforcement activities. She stated we can reapply quarterly and potentially receive additional funds during the contract year.

Director Lacey stated there would be a special screening of Riding the Rails to Hero Street at the Fairmount Library on September 21st at 6:30 p.m. The event is part of National Heritage Hispanic Month and was presented through a collaboration between the Commission and Davenport Library. The Director stated the Commission would be having a booth at the Fall Pridefest on September 23rd, 4 p.m. to 8 p.m., and on the 24th from 12 p.m. to 8 p.m. Director Lacey stated if anyone wanted to volunteer to help at the booth, to let staff know.

NEW BUSINESS

A. DCRC Commission Code of Conduct

Commissioner Guster stated we were now going to talk about the DCRC. Commissioner Guster reiterated that we have a Code of Conduct we need to follow, and because we have a Commissioner that had contact with someone involved in a case we were presiding over, it is necessary that we go over the Code of Conduct and make it very clear to everyone in attendance that it is against the law and forbidden for any Commissioner to have a conversation with anyone other than Commissioners during deliberations, about any case that we are having to adjudicate with the Commission. Commissioner Guster stated we want to make sure this doesn't happen again. Commissioner Guster stated it is very serious violation and we want to make sure that we are doing everything proper and in the right format. Commissioner Guster stated that nothing in the Code would be changing, but a copy would be sent out for all Commissioners to look at, sign, and return so that everyone is aware of the "do's and don'ts" for the Commission's Code of Conduct. Commissioner Boyd asked if we should sign the document, and Commissioner Guster stated yes.

B. ED-0109-0002-14

This item was tabled due to needing to clarify the number of this case.

C. Director Benefits Correction

The next issue was Director Lacey's vacation and sick leave. Commissioner Guster stated there were terminology issues that City staff felt we needed to take care of here on the Commission, to make sure the Director receives her vacation and sick leave as intended during the Commission's prior vote on this same issue. Commissioner Guster stated we needed to simply correct Director Lacey's vacation and sick leave that she should have been getting since September 15, 2014, and so we want to set the record straight and make sure the Director is getting what is due her in the way of vacation and sick leave. Commissioner Boyd made a motion to provide Director Lacey with the corrected leave amount in accordance with her offer letter, and the Director's Leave Schedule, reflecting that she was entitled to receive, as a Director starting in her 6th year upon hire. The corrected leave should be backdated to her start date of September 15, 2014. Any leave in excess of the current annual accrual limits should be paid out to the Director at her current hourly wage. Commissioner Upchurch-Taylor seconded the motion, all Commissioners stated aye, none opposed.

D. Start By Believing Campaign

Director Lacey stated that Start By Believing is a nationwide public awareness campaign that is about ending violence against women. It addresses violence, complaints, sex discrimination, and harrasment. The Director stated that statistics show a perpetrator attacks an average of six times. She stated that this is really an initiative that was undertaken to address bias, the fair handling and investigation of sex and gender based violence. Director Lacey stated the campaign is geared more towards gender bias in the handling of criminal law enforcement but is also applicable to civil rights law enforcement. The Director stated the critical part for us as an

agency is to know how to respond, because a negative response can worsen trauma for the victim and make them feel they're being treated more like evidence versus being treated like a person.

Director Lacey stated she received a call from a client thanking her for staff's assistance to help them and the person commended her on the way that staff handled her investigation and case. Director Lacey recommended that the Commission join the Start By Believing Campaign. Commissioner Boyd made a motion that the Commission join the Start By Believing Campaign, Commissioner Transou seconded the motion. All Commissioners stated aye, the motion was approved.

E. Commissioner Roles and Responsibilities

Commissioner Guster stated we covered this already earlier.

F. Director Salary Increase

Commissioner Guster stated that for some time there has been an issue with the Directors annual wage increase, done on an annual basis, as well as vacation and sick leave, and each time. Commissioner Guster stated we've been told to come back and vote to make this happen, every Director automatically gets a wage increase each year on July 1st and she should receive hers also like every other Director. Commissioner Boyd made a motion to provide the Director with an annual general wage increase commensurate with that of all other Directors, to be processed automatically on July 1 of each year. Commissioner Transou seconded the motion, all Commissioners stated aye and approved the motion.

G. Commission Budget Increase

Director Lacey, Commissioner Guster and Commissioner Boyd, worked on the FY2024 budget proposal that the Commission would submit, this included a request for additional Housing Analyst and Civil Rights Specialist positions. The DCRC also wants the following positions which it does not have currently, an Assistant Director, a Staff Attorney, and an Investigations Supervisor. The additional positions would result in an increase in the proposed full time salary budget. The Housing Analyst and CR Specialist currently have a caseload of 167. The budget comparison with other cities the same size such as Sioux City, and Cedar Rapids shows they are provided more resources despite our agency receiving triple the number cases. Director Lacey stated she feels it is appropriate for the Commission to ask for a budget increase when you look at the caseload and what agency's staff are expected to do, with the resources currently allocated. Commissioner Guster stated that the City talks about its equity efforts and frequently comments on juvenile justice initiatives, however, these areas come up short in Davenport, and he feels that the City needs to put its money where its mouth is as it relates to equity, inclusion and civil rights. Director Lacey stated also that other agencies are allowed to use their HUD funding however they want, whereas the Commission's HUD funding is attached to position. Commissioner Upchurch-Taylor made a motion to approve the budget request and to submit it to the city for proper funding for the agency, it was seconded by Commissioner Boyd. All Commissioners voted aye, none opposed, the motion was carried.

OLD BUSINESS

There was no old business to discuss this month.

PUBLIC COMMENT

There were no public comments.

ADJOURN

At 1:03 p.m. a motion was made by Commissioner Transou, seconded by Commissioner Boyd, to adjourn the meeting. All Commissioners voted yes.

NEXT MEETING

The next regular meeting of the Commission will be October 11, 2022 at 12:00 p.m.

Submitted by Jeff Transou, Secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	September Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/9/2022 - 5:24 PM

DIRECTOR'S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR September 2022

I. CASE STATUS

1. No "right to sue" letters were issued in the month of September.
2. No cases closed in mediation in the month of September.

II. OTHER ACTIVITY

1. Director drafted and submitted an engagement plan proposal to EEOC for a joint outreach activity focusing on artificial intelligence.
2. Director drafted and submitted the FY2024 Business Plan goals for FY2024 budget review process.
3. Director met with staff to review cognitive interviewing and investigations processes.
4. Director worked on proposal for potential partnership opportunity for an internship/externship program.
5. Director met with Joseph Seng to discuss Commissioner training, tentatively scheduled for December 10, 2022.
6. Director worked on upcoming HUD partnership fund proposal.
7. Director finalized FY2024 budget increase proposal.
8. Director conducted research on the "Sapphire" stereotype, despite pervasive discrimination against Black women (the intersection of racism and sexism) which is readily recognizable within the documented disparities for Black women, there is a lack of legal resources on the topic.
9. Director attended a meeting with HUD partners.
10. Director worked on pre-hearing and post-hearing preparation.
11. Director continued to monitor COVID-19 rates and its impact on office functions.
12. Director and Housing Analyst worked on final conference planning activities.
13. Director worked on case resolution documents.
14. Director worked on litigation.
15. Director worked on case processing documents.
16. Housing Analyst worked on investigations.
17. Housing Analyst worked on housing investigations.
18. Housing Analyst worked on housing inquiries.
19. Housing Analyst worked on outreach activities and conducted collaborations with community organizations and the Library.
20. Housing Analyst worked on case resolutions.
21. Civil Rights Specialist worked on case resolutions.
22. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Ongoing harassment and bullying of Commission staff

IV. NEW BUSINESS

1. Training Update - Specific Topics

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report - September

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:28 AM



CASE STATUS REPORT

Monthly Summary

September 01 , 2022 THRU September 30 , 2022

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	1	1
Total	1	1

Overall total active informal complaints: 0

Formal Case Information Identified this Month

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

Areas Closed	
Area	Count
Credit	0
Employment	2
Education	0
Housing	0
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	2

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

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



CASE STATUS REPORT

Monthly Summary

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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	0
Right to sue letter issued	0
No Probable Cause	2
Mediation Settlement	0
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	2

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	1
No Jurisdiction	
Statute of limitations	2
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	8
Insufficient # employees	0
No Basis	2
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	5
Right to sue letter issued	1
No Probable Cause	13
Mediation Settlement	7
Jurisdiction waived	2
Fact do not support claim	3
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	1
Commission Final Decision	2
Conciliation Failed	0
Total Dispositions	49

Summary: Previous Open: 190 (+) New Open 0 (-) Closed 2 (=) Total Open 188

Probable Cause (Monthly) = 0 (Annual) = 2

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	2
Total number for year 2016	4
Total number for year 2017	24
Total number for year 2018	29
Total number for year 2019	36
Total number for year 2020	23
Total number for year 2021	42
Total number for year 2022	28
Total	189

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	2
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	1
PC/Conciliation	3
Final Review	32
Final Investigation	12
Intermediate Investigation	25
Mediation	1
Mediation/Intermediate Invest.	0
Initial Investigation (3)	4
Initial Investigation (2)	64
Initial Investigation	26
Initial Review / Screening	5
Opened	13
Right-to-sue requested	1
Total	189



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

CASE STATUS REPORT
Monthly Summary
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City of Davenport

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CASE STATUS REPORT

Monthly Summary

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Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	21	33.5	304
Total	21	33.5	304

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	2
Closed with resolution	0	13

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	12
No Resolution	2
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	15

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$12,131.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	0	IDHR	0	0
Other	0	0	HUD	1	1
Help Legal	2	6	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	0
EEOC	6	14	Other City Departments	0	0
Bettendorf Human	0	1	DPD Internal Affairs	0	0
US Dept of Labor	1	5	Attorney Disciplinary Office	0	0
Attorney Referral	0	0	Scott Cty & Cthouse	0	0
Landlord Association	0	0	Total	10	27



CASE STATUS REPORT

Monthly Summary

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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

Case Listing for 2016

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	PC/Conciliation
E-0040-0021-17	Final Review
E-0055-0026-17	Final Review
E-0062-0031-17	Intermediate Investigation
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0075-0040-17	Right-to-sue requested
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
E-0084-0044-17	Final Review
E-0093-0048-17	Final Review
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Final Investigation
PA-0108-0014-17	Final Review
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)
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Case Listing for 2018

E-0006-0003-18	Intermediate Investigation
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Final Investigation
PA-0015-0001-18	Final Review
E-0021-0010-18	Intermediate Investigation
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0038-0021-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-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-0082-0039-18	Final Review
E-0085-0042-18	Final Review
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Intermediate Investigation
E-0089-0043-18	Intermediate Investigation
E-0092-0044-18	Final Review
E-0094-0045-18	Initial Investigation (2)
PA-0100-0013-18	Final Review
E-0108-0051-18	Final Review
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	PC/Conciliation
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	Court on Appeal
E-0024-0008-19	Final Review
ED-0051-0001-19	Intermediate Investigation
E-0061-0020-19	Initial Investigation (3)



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Case Listing for 2019

E-0062-0021-19	Initial Investigation (2)
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Intermediate Investigation
E-0071-0025-19	Initial Investigation (2)
ED-0081-0002-19	Initial Investigation (2)
E-0082-0026-19	Intermediate Investigation
E-0084-0027-19	Initial Investigation (2)
E-0085-0028-19	Initial Investigation (2)
E-0094-0030-19	Initial Investigation (2)
E-0104-0032-19	Intermediate Investigation
E-0111-0035-19	Intermediate Investigation
E-0112-0036-19	Initial Investigation (2)
E-0115-0038-19	Intermediate Investigation
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	Final Investigation
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Intermediate Investigation
H-0139-0038-19	Initial Review / Screening
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	Intermediate Investigation
E-0169-0061-19	Initial Investigation (2)

Case Listing for 2020

E-0001-0001-20	Intermediate Investigation
E-0002-0002-20	Intermediate Investigation
ED-0005-0001-20	Initial Investigation (2)
E-0009-0005-20	Initial Investigation (2)
ED-0011-0002-20	Initial Investigation (2)
E-0012-0006-20	Initial Investigation (2)
ED-0017-0003-20	Initial Investigation (2)
E-0018-0008-20	Intermediate Investigation



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Case Listing for 2020

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	Intermediate Investigation
PA-0039-0004-20	Initial Investigation (2)
E-0049-0020-20	Initial Investigation (2)
E-0058-0021-20	Initial Investigation (2)
E-0062-0024-20	Initial Investigation (2)
E-0067-0025-20	Initial Investigation (2)
E-0069-0027-20	Intermediate Investigation
E-0070-0028-20	Intermediate Investigation
E-0074-0029-20	Initial Investigation (2)

Case Listing for 2021

PA-0001-0001-21	Initial Investigation (2)
ED-0012-0002-21	Initial Investigation (2)
E-0013-0008-21	Initial Investigation (2)
E-0018-0009-21	Final Review
E-0020-0010-21	Intermediate Investigation
E-0021-0011-21	Initial Investigation (2)
E-0022-0012-21	Initial Investigation (2)
PA-0023-0002-21	Initial Investigation (2)
E-0024-0013-21	Initial Investigation (2)
E-0030-0017-21	Initial Investigation (2)
E-0034-0018-21	Initial Investigation (2)
ED-0037-0003-21	Initial Investigation
ED-0038-0004-21	Initial Investigation (2)
E-0045-0022-21	Initial Investigation
H-0050-0015-21	Final Review
E-0052-0024-21	Initial Investigation
H-0059-0021-21	PC/Conciliation
E-0060-0027-21	Initial Investigation
E-0061-0028-21	Initial Investigation
PA-0062-0006-21	Initial Investigation (2)
PA-0064-0008-21	Initial Investigation



CASE STATUS REPORT

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Case Listing for 2021

E-0065-0029-21	Initial Investigation
E-0067-0030-21	Initial Investigation (2)
E-0071-0031-21	Initial Investigation
E-0074-0032-21	Final Investigation
E-0076-0033-21	Initial Investigation
E-0077-0034-21	Initial Investigation
E-0081-0036-21	Initial Investigation (2)
E-0083-0037-21	Initial Investigation
ED-0084-0005-21	Initial Investigation
H-0086-0029-21	Initial Investigation (2)
E-0087-0039-21	Initial Investigation
E-0089-0040-21	Initial Investigation
E-0090-0041-21	Initial Investigation
E-0092-0042-21	Final Investigation
E-0094-0043-21	Initial Investigation
E-0097-0045-21	Initial Investigation
E-0099-0046-21	Initial Investigation
TR-0100-0003-21	Mediation
E-0102-0048-21	Initial Investigation (2)
E-0103-0049-21	Initial Investigation
H-0104-0031-21	Final Investigation

Case Listing for 2022

E-0002-0001-22	Initial Investigation
E-0003-0002-22	Initial Investigation
E-0008-0004-22	Initial Investigation
H-0015-0003-22	Final Review
E-0018-0007-22	Initial Review / Screening
H-0020-0004-22	Final Review
E-0022-0008-22	Opened
PA-0024-0002-22	Initial Review / Screening
E-0025-0009-22	Initial Investigation
E-0026-0010-22	Initial Investigation
E-0027-0011-22	Initial Investigation
E-0028-0012-22	Initial Investigation
H-0029-0006-22	Final Review
H-0030-0007-22	Initial Investigation (2)
H-0031-0008-22	Opened



CASE STATUS REPORT

Monthly Summary

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Case Listing for 2022

NJR-0032-0010-22	Opened
E-0034-0013-22	Opened
E-0035-0014-22	Opened
E-0036-0015-22	Opened
E-0037-0016-22	Opened
NJR-0038-0011-22	Opened
NJR-0039-0012-22	Opened
H-0040-0009-22	Intermediate Investigation
H-0041-0010-22	Opened
H-0042-0011-22	Intermediate Investigation

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
ED-0109-0002-14

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:28 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commissioner Training

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:28 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
H-0123-0026-14

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:28 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0139-0069-16

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:29 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
DCRC Commissioner Code of Conduct and Ethics

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	10/10/2022 - 11:29 AM