

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JUNE 11, 2019; 12:00 PM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. Minutes

IV. Directors Report

A. Case Status Report

B. Directors Report

V. New Business

A. Commission Training

B. PA-0132-0011-14

C. ED-0118-0002-15

D. February 4, 2019 Resolution

E. Commission Email Format

F. H-0081-0008-17

VI. Old Business

A. H-0123-0026-14

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	March 2019
▢ Cover Memo	May 17 2019 minutes
▢ Cover Memo	Meeting memo Letter
▢ Cover Memo	Meeting Memo letter attachment
▢ Cover Memo	May 31 2019 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 11:47 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
March 12, 2019

The Davenport Civil Rights Commission (DCRC) met at 12:03 p.m. Tuesday, March 12, 2019, in the first floor conference room at the Davenport City Hall. Commission President Susie Greenwalt presided

COMMISSIONERS PRESENT:

Judy Shawver
Susie Greenwalt
Nicole Bribriesco Ledger
Shylee Garrett (by phone)
Clyde Mayfield (arrived after public comment)

COMMISSIONERS ABSENT:

Helen Roberson
Benjamin Hahn

OTHER PERSONS PRESENT:

Lee Gaston, Mayor Commissioner appointee
Bill Lukitsch, Quad City Times
Kurt Allemeier, City of Davenport, communications department

APPROVAL OF AGENDA:

On motion by Judy Shawver, seconded by Nicole bribriesco Ledger, the agenda was approved by all commissioners present.

APPROVAL OF MINUTES:

On motion by Judy Shawver, seconded by Nicole bribriesco Ledger, the minutes of the regular meeting of February 12, 2019 were approved. All commissioners voted yes.

REPORT OF THE DIRECTOR:

Motion to accept the Director's report which was presented by Susie Greenwalt in Director Lacey's absence, was made by Judy Shawver and seconded by Nicole bribriesco Ledger. Motion passed with all commissioners present voting yes.

NEW BUSINESS:

Discussion regarding action required in H-0123-0026-14 will be had at the April meeting to give the Commissioners time to review that matter.

OLD BUSINESS:

The City's proposed format for committee meetings was discussed, ie whether the Commission Meetings should be moved to the Council chambers and filmed to upload to the U-Tube channel. There was discussion that the US Supreme Court was considering filming deliberations as well and the publicly stated reasons for deciding against filming were presented for consideration. After motion by Judy Shawver and second by Nicole bribriesco Ledger, all commissioners present voted to keep the Commission meeting location and format unchanged

PUBLIC COMMENT:

Lee Gaston, who was recently appointed by Mayor Klipsch as a commissioner talked about his concern that there be prompt resolution to dispute between the Commissioners' interpretation of the ordinance regarding the Mayor's authority to appoint commissioners and the City's interpretation and asked that the commissioners commit to cooperating to resolve the matter quickly.

At 12:28 pm after motion by Clyde Mayfield the meeting was adjourned.

The next meeting scheduled for Davenport Civil Rights Commission is April 9, 2019 at noon

Submitted by Judy Shawver.

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Special Meeting
May 17, 2019

The Davenport Civil Rights Commission (DCRC) met at 1:01 p.m. Friday, May 17, 2019, in the first floor conference room at the Davenport City Hall. Director Latrice Lacey presided.

COMMISSIONERS PRESENT:

Susie Greenwalt
Ruby Mateos
Erie Johnson
Linda Gilman
Michael Liendo

COMMISSIONERS ABSENT:

Clyde Mayfield
Helen Roberson (excused)

OTHER PERSONS PRESENT:

Director, Latrice Lacey
Nicole Bribriesco-Ledger
Lee Gaston
Amber Tucker, ASL Interpreter
Brian Heyer, Assistant City Attorney
Mallory Hoy, Assistant City Attorney

Approval of Agenda

Erie Johnson moved the agenda be approved, seconded by Ruby Mateos, motion passed.

Approval of Agenda

Erie Johnson moved the approval of the minutes be postponed until the June 11, 2019 meeting, seconded by Michael Liendo, motion passed.

New Business

Welcome and Introductions:

Directors Report – There were no “right to sue” letter issued in March and April 2019. Director Lacey reported on and/or explained all the different activities that she participated in during the month of March and April activities.

Old Business – H-0123-0026-14 – this matter will be a standing item until the current appeal status is updated.

Public Comment and Presentation

Commissioner Liendo inquired as to whether to Ordinance is to be read together or if each portion of the Ordinance creates a distinct section. Commissioner Johnson stated that generally statutes are to be read together. Commissioner Liendo explained that his question stemmed from a question posed to Director Lacey relating to the Commission's Ordinance 2.58.040. Commissioner Gilman stated that she would like clarity on this matter as well. Director Lacey read the relevant portion:

“ 2.58.040(A.) There is established in the City a Commission to be known as the Davenport Civil Rights Commission. Such Commission shall consist of seven individuals broadly representative of the community and the various racial, religious, cultural and social groups within it. The Mayor shall appoint the members of the Commission, who must reside in Davenport. All appointments shall be confirmed by the City Council. The term of appointment shall begin on December 1st and end two years later on November 30th. The Mayor shall fill any vacancy on the Commission, occurring for a reason other than the expiration of a term of appointment, by appointing an eligible individual to fill the remainder of the vacated term.”

Director Lacey explained that as background, the section explaining the appointment process for DCRC Commission members which states “*The Mayor shall fill any vacancy on the Commission, occurring for a reason other than the expiration of a term of appointment, by appointing an eligible individual to fill the remainder of the vacated term.*” has caused the recent confusion relating to Commission membership. Explaining that because the Davenport Municipal Ordinance specifically states that the expiration of a term does not create a vacancy where the Mayor can appoint Commissioners, there was a legal disagreement on the legality of the attempted appointments.

Lee Gaston welcomed the new appointees and encouraged them to continue scheduling special meetings stating they needed to address a backlog of Commission items.

Dirk Hillard recounted information relating to alleged discrimination against a child born with physical disabilities, who experienced an adverse action because of her disabilities at a local school.

Commissioner Johnson inquired about the Commission's ability to add this matter to an upcoming meeting agenda for discussion as a potential Commission initiated complaint. Director Lacey advised that it would likely be premature to discuss the matter as a Commission initiated complaint due to limited information.

Eileen Jackson-Williams raised concerns with the Mayor's appointment of people with conflicts of interest and those who would serve as an apparatus of the Mayor/City of Davenport. Jackson-Williams states that the public officials tacitly relied on the Mayor's circumvention of the vetting process allowing those who do not seek to uphold affirmative action/civil rights protections to

exercise authority over the same. Jackson-Williams states that there is a need to gather more information on those requesting to serve, on the record in the absence of a vetting process. Jackson-Williams states that the purpose of the vetting process is to allow the public to review the individuals professional history and background, stating a cursory online search of certain candidates would have shown information about their suitability.

Commissioner Gilman asked Jackson-Williams if she prepared her statement alone or if she received assistance. Jackson-Williams responded that she prepared it without assistance.

After motion to adjourn by Ruby Mateos and second by Erie Johnson, the meeting was adjourned at 2:26 p.m.

The next meeting scheduled for Davenport Civil Rights Commission is May 31, 2019.

Williams-Jackson, Eileen

Reply all

Mon 1/7, 4:37 PM

Council Info <council.info@ci.davenport.ia.us>;

Dickmann, Maria <mdickmann@ci.davenport.ia.us>;

Rawson, Rita <rrowson@ci.davenport.ia.us>;

Tompkins, Kerri <ktompkins@ci.davenport.ia.us>;

+2 more

Hello Ms. Thorndike,

In reference to the emailed attachment, I assess, the document titled City of Davenport Claim Form identifies questions relevant to an auto accident claim. I have not been in an auto accident involving the City of Davenport or otherwise to submit the claim to the Davenport City Risk Dept. Therefore, I wonder, the reason for emailing the Form for answers that are not actual.

Additionally, on 12/25/18, I emailed, the report expounding on the issue of the incumbent government deploying repressive processes and licit coercion by discretionary powers, which occurs by more than a single actor making the decision to repress and implement the abusive policy singlehandedly. Materially, in the first two weeks of December 2018, the Davenport City Council voted on three new civil rights appointees nominated by Mayor Frank Klipsch. The mayor nominated the three appointees without the vetting process to maintain professional standards and determine if a conflict of interest hindered the appointment. On November 26, 2018, the City of Davenport announced the position for Civil Rights Housing Analyst, which I applied; on Dec 6, 2018, the City sent notice another candidate had been hired. Subsequently, on the 7th of Dec, the local newspaper reported Mayor Klipsch picked three new appointees to join the resident-led panel that processes the city's civil rights complaints. And on the 12th of Dec, the Davenport City Council voted on the three new civil rights appointees nominated by the mayor. Therefore, I survey, the Davenport City Council and the incumbent government have substantiated one sort of repressive processes, which orders agents to implement coercive tactics and how it is ordered.

Transparently, the vetting approach considers the agency of the human actor as the relevant aspect when it comes to the appointment of public service for the Iowa citizen. The three new civil rights appointees nominated by the mayor should adhere to the vetting process to maintain the determination of professional standards and ascertain if a conflict of interest hinders the political appointment. Notably, I analyze, the city officials' arbitrary power obscures a certain body of knowledge in relation to the appointee and appointment. Absence of the vetting process has its own strategic effects, which is politically economic in nature. Enigmatically, the absence of the vetting process lacks the means for the constituent to know the appointee's own self-development and professional experiences on discrimination of civil rights in the areas such as employment, housing, education, credit, and public accommodations. Moreover, the absence of the vetting process for the appointment articulates the incumbent government's ideology, principles, and beliefs provide the information and techniques regarding Iowa Civil Rights Commission. Therefore, the current government absolves the appointee from the vetting process, in kind, the appointee lends support to the governmental conviction to function as the cognitive product politically innocent—as the processes that allegedly produce them.

Lastly, please provide the applicable information on the Iowa agency providing oversight of employment with municipalities in the Scott County of Iowa.

In conclusion, I have submitted the complaint to the incumbent government of Iowa State for the human rights violations expounded in the initial document. Please provide contact information on the agency assigned to manage such matters.

Thank you,

Eileen Williams-Jackson

Council Info <council.info@ci.davenport.ia.us>

Reply all

Tue 1/8, 8:34 AM

Williams-Jackson, Eileen;

Council Info <council.info@ci.davenport.ia.us>;

Dickmann, Maria <mdickmann@ci.davenport.ia.us>;

Rawson, Rita <rrowson@ci.davenport.ia.us>;

+3 more

The claim form emailed to you is for all claims and is not exclusively for auto accident claims.

The Davenport Civil Rights Commission is the agency responsible for hiring employees to the Civil Rights Commission.

Tiffany Thorndike | Executive Assistant

226 West Fourth Street | Davenport, IA 52801

O: 563-888-2066

www.cityofdavenportiowa.com

Date: May 16, 2019

To: Latrice Lacey, Davenport Civil Rights Director

From: Eileen Williams-Jackson, Scott County Affirmative Action Representative

Subject: Public County Meeting - Mayor, Klipsch Appoints Three Nominees

I approach, the May 16, 2019, Public County Meeting to further inform the Iowa citizen on the belying expectation and appearance of the three nominees put forward by Mayor Klipsch.

On the micro level of analysis, I explain, here, the Iowa agency interprets the intent of the state legislative acts from institutional practices. Transparently, the legislative coding for affirmative action requirements operate as an ineffective mechanism to combat discrimination in employment, housing, education, public accommodations, and credit.

Empirically, the instance of political repression unfolds from the backdrop of current events experienced in the role of Affirmative Action Representative while seeking gainful employment. In the latter, I have experienced acts of persecution by agents within the structure of the Davenport City Hall. In the first two weeks of December 2018, the Davenport City Council voted on three new civil rights appointees nominated by Mayor Frank Klipsch. The mayor nominated the three appointees without the vetting process to maintain professional standards and determine if a conflict of interest hindered the appointment.

The catalyst occurred on November 26, 2018, the City of Davenport announced the position for Civil Rights Housing Analyst, which I applied; on Dec 6, 2018, and the City sent notice another candidate had been hired. Subsequently, on the 7th of Dec, the local newspaper reported Mayor Klipsch picked three new appointees to join the resident-led panel that processes the city's civil rights complaints. And on the 12th of Dec, the Davenport City Council voted on the three new civil rights appointees nominated by the mayor.

Key, I explain, here, the news reports identified one of the new appointees, Patricia Hardaway is recognized as human resources executive with Palmer College of Chiropractic. In January of 2018, the attorney, Patricia Hardaway had selected, vetted, and hired me for employment with Palmer College. Five months later, Ms. Hardaway drafted the Palmer College Confidential Nondisclosure Agreement with herself as the active contractual component materially interconnected to the enforcement of the Agreement, which ended my employment with the college and the disqualification for employment with the college's numerous affiliations. Subsequently, since the signing the Agreement, I have only secured one temporary managerial position at the rate of \$12.00 per hour for four weeks. Put forward, Ms. Hardaway has exhibited the lack of agency in the choice to act as the repressive agent on the employer's order to repress and put the issued order in motion. Ms. Hardaway functioned as the Palmer College attorney to represent the legitimate extension of the institutional policy within the Human Resource Department. The profit margin guides the educational institution to earn revenue as an end in itself. Therefore, I show, Ms. Hardaway acted in a politically repressive fashion by indefinitely connecting herself to effectuate the Agreement after accepting the political appointment. Currently, Ms. Hardaway functions within the political space that publicly suppresses knowledge of her power over the agency of the person and Affirmative Action Representative. The Davenport Mayor exempted Ms. Hardaway from the vetting process concealing her from political scrutiny for the official appointment as Civil Rights Commissioner. Covertly, Ms. Hardaway continues acting as the repressive agent on orders to indefinitely remain acting authority to effectuate the Agreement after transitioning into the space of political appointment. In other words, I have been hired and terminated by the economic despots whose power over me have decreed perpetual unemployment in the Quad-Cities. Therefore, the fact pattern of political repressive experiences continues occurring by more than a single actor making the decision to repress and implement the abusive policy singlehandedly.

In conclusion, the public vetting approach considers the agency of the human actor as the relevant aspect when it comes to the appointment of public service for the Iowa citizen. The three new civil rights appointees nominated by the mayor should adhere to the vetting process to maintain the determination of professional standards and ascertain if a conflict of interest hinders

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DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Special Meeting
Friday, May 31, 2019

The Davenport Civil Rights Commission (DCRC) met at 12:14 p.m. Friday, May 31, 2019, in the first floor conference room at the Davenport City Hall.

COMMISSIONERS PRESENT:

Michael Liendo
Ruby Mateos
Linda Gilman
Clyde Mayfield
Erie Johnson

COMMISSIONERS ABSENT:

Susie Greenwalt (excused)
Helen Roberson (excused)

OTHER PERSONS PRESENT:

Director, Latrice Lacey
Nicole Bribriesco-Ledger
Lee Gaston
Randy Moore
Patricia Hardaway
Brian Heyer, Assistant City Attorney
Mallory Hoy, Assistant City Attorney
Dan Foley
Brian Wingert

APPROVAL OF AGENDA:

Erie Johnson made the motion to approve the agenda. Ruby Mateos 2nd that motion. All in favor.

NEW BUSINESS:

Randy Moore made a motion for Lee Gaston to be Chair. Because of the February 4, 2019 resolution and pending dispute on the ability of Patricia Hardaway, Lee Gaston, and Randy Moore's ability to act as Commissioners that motion was not acted upon. There was further discussion about the resolution by the Commission not recognizing Patricia Hardaway, Lee Gaston, and Randy Moore until a judge decided if the action was done legally, the resolution was put on the agenda for the next meeting at noon on June 11, 2019.

Erie Johnson made a motion to make Michael Liendo Chair, Ruby Mateos Vice Chair, and Erie Johnson Secretary. Ruby Mateos 2nd that motion. All in favor.

Randy Moore and Patricia Hardaway exited the meeting based on the contention that they are not allowed to actively participate and contribute with the expectation to receive clarification at the June 11 meeting, but reserved their right to receive the orientation later.

Latrice Lacey presented an orientation on the Commission, Commission staff, investigation process and civil rights protections, providing a number of examples to help identify violations of civil rights violations in Davenport, Iowa.

Commissioners requested additional training on open meetings and open records for the next meeting.

Commissioner Mateos remarked on the temperature in the conference room and asked that we discuss at the next meeting.

OLD BUSINESS:

The Commission plans to discuss and address several items, including past minutes, agendas, resolutions, etc. at the next meeting on June 11, 2019.

PUBLIC COMMENT:

Brian Wingert questioned why the City Attorney was attending civil rights meeting and placing name placards. Mr. Wingert stated that the City Attorney's presence "looked bad." Mr. Wingert expressed specific concerns with Linda Gilman asking whether Eileen Williams-Jackson wrote her the statement she made at the last meeting, and where she worked. Mr. Wingert also expressed that he has anxiety and could only imagine how difficult it was for Ms. Jackson to present the statement. Commissioner Gilman stated that the speech was eloquent and the speaker was articulate. Mr. Wingert also commented on Lee Gaston's prepared statement, specifically mentioning the use of the word marginal rather than marginalized. Chair Liendo asked that Mr. Wingert address the Commission as a whole. Mr. Wingert identified several concerns that he had with the Commission based on his observations at this meeting and generally regarding the understanding of civil rights laws. Mr. Wingert recommended that Lee Gaston and Linda Gilman resign immediately. Mr. Wingert demanded that the statement by Ms. Jackson-Wiliams be made public, Director Lacey stated that it would be included in the packet.

Dan Foley of the 4th Ward stated that he felt that the Commission is there to be representative of the tenants, not the landlords. He also called for the Commissioners to address to the statement made by Ms. Williams-Jackson.

CLOSING:

Michael Liendo motion to adjourn the meeting and Ruby Mateos 2nd that motion.

Meeting closed at approximately 2:27 p.m.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report May 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 9:18 AM

CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

Page: 1

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	1	0
	0	0
Total	1	0

Year to Date		
Area	Filed	Closed
Housing	1	0
	4	3
Total	5	3

Overall total active informal complaints: 1

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	10
Education	1
Housing	7
NJ EEOC Referral	8
Public Accommodation	0
Transit Title VI	1
Total	27

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	4
NJ EEOC Referral	6
Public Accommodation	4
Transit Title VI	1
Total	16

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	6	Gender Identity	0	Mental Disability	3
Religion	1	Age under 40	0	Physical Disability	9
Sex	9	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	1	Marital Status	0
				National Origin	1
				Race	10

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	14	Advertising	0	Fail To Hire	1
Negative Treatment	1	Accessibility	0	Harassment	7	Fail To Promote	0
Racial Harassment	4	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	1
Sexual Harassment	3	Steering/Redlining	0	Equal Pay	2	Fail To Serve	0
Termination	8	Discipline	6	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	1
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	6
Insufficient # employees	0
No Basis	4
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	1
Mediation Settlement	0
Jurisdiction waived	2
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	16

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	8
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	17
Insufficient # employees	0
No Basis	6
No Area	0
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	4
Mediation Settlement	5
Jurisdiction waived	8
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	1
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	60

Summary: Previous Open: 193 (+) New Open 27 (-) Closed 16 (=) Total Open 204

Probable Cause (Monthly) = 2 (Annual) = 9

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	2
Total number for year 2015	14
Total number for year 2016	28
Total number for year 2017	46
Total number for year 2018	62
Total number for year 2019	51
Total	203

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	11
Final Review	40
Final Investigation	7
Intermediate Investigation	22
Mediation	10
Mediation/Intermediate Invest.	0
Initial Investigation (3)	7
Initial Investigation (2)	65
Initial Investigation	18
Initial Review / Screening	21
Opened	1
Total	203



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

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	13.5	218
Total	8	13.5	218

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	3
Closed with resolution	1	7

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	3

Year to Date	
Resolution	Count
Monetary Settlement	3
No Resolution	3
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	10

Total monthly settlement amount: \$10,000.00

Total yearly settlement amount: \$11,303.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	2
Other	0	1	HUD	0	0
Help Legal	1	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	1
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	1	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	1	24



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014	
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	PC/Conciliation
Case Listing for 2015	
E-0030-0014-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	PC/Conciliation
E-0103-0050-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation
E-0143-0067-15	Final Review
Case Listing for 2016	
E-0022-0008-16	PC/Conciliation
E-0031-0014-16	Final Review
E-0035-0017-16	Final Review
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Final Review
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	Final Review
PA-0098-0009-16	Final Review
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2016

E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	PC/Conciliation
E-0125-0059-16	Final Review
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

E-0003-0002-17	PC/Conciliation
E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Initial Investigation (3)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Final Review
E-0022-0013-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Final Review
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Intermediate Investigation
E-0075-0040-17	Intermediate Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Intermediate Investigation



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2017

H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Final Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Final Investigation
E-0117-0057-17	Final Review
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Final Review
E-0143-0075-17	Intermediate Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Final Investigation
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	Final Investigation
E-0021-0010-18	Initial Investigation (3)
E-0025-0013-18	Initial Investigation (2)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0030-0018-18	Initial Investigation (2)
H-0032-0004-18	Final Investigation
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

Case Listing for 2018

PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Final Review
H-0062-0008-18	Final Review
E-0063-0031-18	Intermediate Investigation
H-0067-0009-18	Final Investigation
H-0068-0010-18	Intermediate Investigation
H-0069-0011-18	Intermediate Investigation
E-0070-0032-18	Initial Investigation (3)
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Initial Investigation (2)
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Initial Investigation (2)
E-0083-0040-18	Initial Investigation (2)
E-0085-0042-18	Initial Investigation (3)
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Mediation
E-0096-0047-18	Initial Investigation (2)
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	PC/Conciliation
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Initial Investigation (2)
E-0115-0055-18	Initial Investigation (2)
E-0116-0056-18	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2018

E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Mediation
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	Intermediate Investigation
E-0125-0062-18	Mediation
E-0131-0064-18	Initial Investigation (2)
H-0132-0017-18	Initial Investigation
H-0133-0018-18	Intermediate Investigation
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Intermediate Investigation
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Mediation
E-0022-0007-19	Mediation
H-0023-0007-19	Intermediate Investigation
E-0024-0008-19	Initial Investigation
E-0026-0009-19	Mediation
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation
H-0035-0008-19	Initial Investigation (2)
H-0038-0009-19	PC/Conciliation
E-0040-0015-19	Initial Investigation
NJR-0042-0013-19	Initial Review / Screening
H-0043-0010-19	Mediation
E-0044-0016-19	Initial Investigation
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Initial Investigation
E-0048-0017-19	Mediation
E-0049-0018-19	Mediation
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
H-0053-0015-19	Initial Review / Screening
E-0060-0019-19	Initial Review / Screening



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2019

E-0061-0020-19	Initial Investigation
E-0062-0021-19	Initial Investigation
NJR-0064-0020-19	Initial Review / Screening
NJR-0065-0021-19	Initial Review / Screening
H-0066-0018-19	Initial Investigation
NJR-0067-0022-19	Initial Review / Screening
E-0068-0022-19	Initial Investigation
E-0069-0023-19	Initial Review / Screening
E-0070-0024-19	Initial Review / Screening
E-0071-0025-19	Initial Investigation
NJR-0072-0023-19	Initial Review / Screening
NJR-0073-0024-19	Initial Review / Screening
NJR-0074-0025-19	Opened
NJR-0075-0026-19	Initial Review / Screening
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
H-0079-0022-19	Initial Review / Screening
H-0080-0023-19	Initial Review / Screening
ED-0081-0002-19	Initial Review / Screening
E-0082-0026-19	Initial Review / Screening
E-0084-0027-19	Initial Review / Screening
E-0085-0028-19	Initial Review / Screening
NJR-0086-0027-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Directors Report May 2019
▢ Cover Memo	Directors Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 10:17 AM

CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

Page: 1

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	1	0
	0	0
Total	1	0

Year to Date		
Area	Filed	Closed
Housing	1	0
	4	3
Total	5	3

Overall total active informal complaints: 1

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	10
Education	1
Housing	7
NJ EEOC Referral	8
Public Accommodation	0
Transit Title VI	1
Total	27

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	4
NJ EEOC Referral	6
Public Accommodation	4
Transit Title VI	1
Total	16

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	6	Gender Identity	0	Mental Disability	3
Religion	1	Age under 40	0	Physical Disability	9
Sex	9	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	1	Marital Status	0
				National Origin	1
				Race	10

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	14	Advertising	0	Fail To Hire	1
Negative Treatment	1	Accessibility	0	Harassment	7	Fail To Promote	0
Racial Harassment	4	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	1
Sexual Harassment	3	Steering/Redlining	0	Equal Pay	2	Fail To Serve	0
Termination	8	Discipline	6	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	1
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	6
Insufficient # employees	0
No Basis	4
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	1
Mediation Settlement	0
Jurisdiction waived	2
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	16

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	8
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	17
Insufficient # employees	0
No Basis	6
No Area	0
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	4
Mediation Settlement	5
Jurisdiction waived	8
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	1
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	60

Summary: Previous Open: 193 (+) New Open 27 (-) Closed 16 (=) Total Open 204

Probable Cause (Monthly) = 2 (Annual) = 9

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	2
Total number for year 2015	14
Total number for year 2016	28
Total number for year 2017	46
Total number for year 2018	62
Total number for year 2019	51
Total	203

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	11
Final Review	40
Final Investigation	7
Intermediate Investigation	22
Mediation	10
Mediation/Intermediate Invest.	0
Initial Investigation (3)	7
Initial Investigation (2)	65
Initial Investigation	18
Initial Review / Screening	21
Opened	1
Total	203



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

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	13.5	218
Total	8	13.5	218

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	3
Closed with resolution	1	7

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	3

Year to Date	
Resolution	Count
Monetary Settlement	3
No Resolution	3
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	10

Total monthly settlement amount: \$10,000.00

Total yearly settlement amount: \$11,303.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	2
Other	0	1	HUD	0	0
Help Legal	1	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	1
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	1	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	1	24



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014	
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	PC/Conciliation
Case Listing for 2015	
E-0030-0014-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	PC/Conciliation
E-0103-0050-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation
E-0143-0067-15	Final Review
Case Listing for 2016	
E-0022-0008-16	PC/Conciliation
E-0031-0014-16	Final Review
E-0035-0017-16	Final Review
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Final Review
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	Final Review
PA-0098-0009-16	Final Review
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2016

E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	PC/Conciliation
E-0125-0059-16	Final Review
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

E-0003-0002-17	PC/Conciliation
E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Initial Investigation (3)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Final Review
E-0022-0013-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Final Review
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Intermediate Investigation
E-0075-0040-17	Intermediate Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Intermediate Investigation



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2017

H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Final Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Final Investigation
E-0117-0057-17	Final Review
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Final Review
E-0143-0075-17	Intermediate Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Final Investigation
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	Final Investigation
E-0021-0010-18	Initial Investigation (3)
E-0025-0013-18	Initial Investigation (2)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0030-0018-18	Initial Investigation (2)
H-0032-0004-18	Final Investigation
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

May 01 , 2019 THRU May 31 , 2019

Case Listing for 2018

PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Final Review
H-0062-0008-18	Final Review
E-0063-0031-18	Intermediate Investigation
H-0067-0009-18	Final Investigation
H-0068-0010-18	Intermediate Investigation
H-0069-0011-18	Intermediate Investigation
E-0070-0032-18	Initial Investigation (3)
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Initial Investigation (2)
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Initial Investigation (2)
E-0083-0040-18	Initial Investigation (2)
E-0085-0042-18	Initial Investigation (3)
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Mediation
E-0096-0047-18	Initial Investigation (2)
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	PC/Conciliation
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Initial Investigation (2)
E-0115-0055-18	Initial Investigation (2)
E-0116-0056-18	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2018

E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Mediation
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	Intermediate Investigation
E-0125-0062-18	Mediation
E-0131-0064-18	Initial Investigation (2)
H-0132-0017-18	Initial Investigation
H-0133-0018-18	Intermediate Investigation
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Intermediate Investigation
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Mediation
E-0022-0007-19	Mediation
H-0023-0007-19	Intermediate Investigation
E-0024-0008-19	Initial Investigation
E-0026-0009-19	Mediation
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation
H-0035-0008-19	Initial Investigation (2)
H-0038-0009-19	PC/Conciliation
E-0040-0015-19	Initial Investigation
NJR-0042-0013-19	Initial Review / Screening
H-0043-0010-19	Mediation
E-0044-0016-19	Initial Investigation
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Initial Investigation
E-0048-0017-19	Mediation
E-0049-0018-19	Mediation
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
H-0053-0015-19	Initial Review / Screening
E-0060-0019-19	Initial Review / Screening



CASE STATUS REPORT
Monthly Summary
May 01 , 2019 THRU May 31 , 2019

Case Listing for 2019

E-0061-0020-19	Initial Investigation
E-0062-0021-19	Initial Investigation
NJR-0064-0020-19	Initial Review / Screening
NJR-0065-0021-19	Initial Review / Screening
H-0066-0018-19	Initial Investigation
NJR-0067-0022-19	Initial Review / Screening
E-0068-0022-19	Initial Investigation
E-0069-0023-19	Initial Review / Screening
E-0070-0024-19	Initial Review / Screening
E-0071-0025-19	Initial Investigation
NJR-0072-0023-19	Initial Review / Screening
NJR-0073-0024-19	Initial Review / Screening
NJR-0074-0025-19	Opened
NJR-0075-0026-19	Initial Review / Screening
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
H-0079-0022-19	Initial Review / Screening
H-0080-0023-19	Initial Review / Screening
ED-0081-0002-19	Initial Review / Screening
E-0082-0026-19	Initial Review / Screening
E-0084-0027-19	Initial Review / Screening
E-0085-0028-19	Initial Review / Screening
NJR-0086-0027-19	Initial Review / Screening

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR May 2019

I. CASE STATUS

1. One “right to sue” letter was issued in the month of May.
2. During the month of May one employment case settled in conciliation. This case involved a retaliation on the bases of a previously filed complaint alleging race discrimination. The case settled for \$10,000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director planned meeting with community members to plan upcoming Back to School event.
2. Director worked with HUD and DOJ on potential fair housing initiatives case transfer.
3. Director worked on litigation.
4. Director met with complainants regarding intake questions.
5. Director conducted training for new commissioners.
6. Director worked on housing issue relating to DOJ extended statute of limitations.
7. Director worked on civil rights report.
8. Director met with potential volunteer to discuss potential collaboration on equity report.
9. Director worked on litigation issue with the Housing Analyst.
10. Director attended civil service meeting.
11. Housing Analyst worked on housing investigations.
12. Housing Analyst worked on housing inquiries.
13. Housing Analyst prepared and transferred cases to HUD.
14. Housing Analyst worked on case resolutions.
15. Housing Analyst compiled statistical data regarding court actions and subpoenas for HUD.
16. Housing Analyst helped train new mediation coordinator.
17. Housing Analyst scheduled two housing conciliations.
18. Housing Analyst and Director attended call with HUD Compliance Manager Kitty Amaya.
19. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal

IV. NEW BUSINESS

1. FEPA Conference

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Training

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 11:38 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
PA-0132-0011-14

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/4/2019 - 9:45 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
ED-0118-0002-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 8:35 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
February 4, 2019 Resolution

ATTACHMENTS:

Type	Description
▢ Cover Memo	Resolution

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 11:44 AM

Davenport Civil Rights Commission Resolution

WHEREAS, the Davenport Civil Rights Commission is an independent local civil rights agency that is a duly constituted commission pursuant to Section 216.19 of the Iowa Code and Chapter 2.58 of the Davenport City Code and has been operating since 1975.

WHEREAS, Commissioners Nicole Bribiesco-Ledger, Susan Greenwalt, Helen Roberson, Clyde Mayfield, Judy Shawver, Benjamin Hahn and Shylee Garrett are duly acting members of the Davenport Civil Rights Commission.

WHEREAS, neither Commissioners Susan Greenwalt, Helen Roberson nor Clyde Mayfield have vacated their office on the Davenport Civil Rights Commission.

WHEREAS, Davenport Mayor Frank Klipsch has not initiated a removal action regarding Commissioners Susan Greenwalt, Helen Roberson and Clyde Mayfield but instead has claimed he has appointed three (3) new members to replace Susan Greenwalt, Helen Roberson and Clyde Mayfield on the Davenport Civil Rights Commission.

NOW THEREFORE the Davenport Civil Rights Commission does hereby resolve as follows:

1. Commissioners Susan Greenwalt, Helen Roberson and Clyde Mayfield are presently on the Davenport Civil Rights Commission as they have not vacated their office nor have they been removed for cause by Mayor Frank Klipsch.

2. Mayor Frank Klipsch's December 12, 2018 appointment of three (3) individuals for the Davenport Civil Rights Commission was an ultra vires and illegal act under state law and city code.

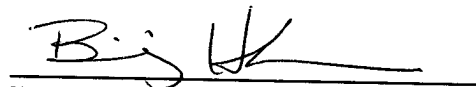
3. The Davenport Civil Rights Commission does not recognize and does not agree that the December 12, 2018 appointments were made in accordance with Iowa state law and Chapter 2.58 of the Davenport Municipal Code.

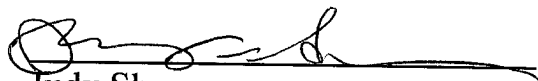
4. The Davenport Civil Rights Commission does not recognize any of the alleged Commission members appointed on December 12, 2018.

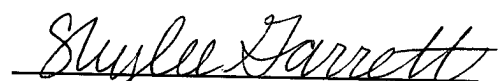

Susan, Greenwalt, Chair of DCRC

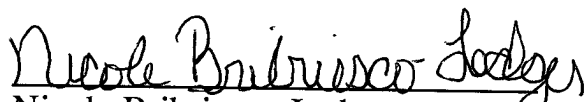

Clyde Mayfield


Helen Roberson


Benjamin Hahn


Judy Shawver


Shylee Garrett


Nicole Bribriesco-Ledger

Approved on the 4th day of February, 2019.

FILED

FEB - 4 2019

DAVENPORT CIVIL RIGHTS
COMMISSION

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Email Format

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 11:25 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
H-0081-0008-17

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	6/10/2019 - 11:37 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	6/10/2019 - 11:32 AM