

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, APRIL 11, 2017; 12:00 PM

CITY HALL CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. Minutes from March

IV. Directors Report

A. Case Status Report
Directors Report

V. New Business

VI. Old Business

A. Case E-0036-0019-14

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
4/11/2017

Subject:
Minutes from March

ATTACHMENTS:

Type	Description
 Cover Memo	Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/10/2017 - 11:10 AM

CIVIL RIGHTS COMMISSION MEETING

Minutes of Regular Meeting

March 14, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:05 pm, Tuesday, March 14, 2017 in the first-floor conference room at the Davenport City Hall. Commission President, Tim Hart, presided.

Commissioners Present

Tim Hart
Nora Dvorak
Nicole Briebriesco
Helen Roberson

Commissioner Absent

Judy Shawver
Clyde Mayfield
Susie Greenwalt

Other Person(s) Present

Director Latrice Lacey
Attorney Wendy Meyer

Approval of Agenda

Motion made by Nicole Briebriesco, seconded by Nora Dvorak, the agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Nora Dvorak, seconded by Nicole Briebriesco, the minutes of the regular meeting held on February 14, 2017 were approved by all commissioners present.

Public Comment

Wendi Meyer, attorney for the Davenport Community School District presented oral argument to support the proposed decision of the ALJ, for public hearing case E-0036-0019-14, Patrick v. Davenport Community School District.

Report of the Director

Director Latrice Lacey presented the Director's Report. Director gave an update on the Scott County RRED program progress. Motion to accept the Director's report made by Helen Roberson, seconded by Nora Dvorak. All commissioners present voted yes.

New Business

None

Old Business

None

Adjournment

Motion made by Nicole Briebriesco. Meeting was adjourned at 12:40 pm.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
4/11/2017

Subject:
Case Status Report
Directors Report

ATTACHMENTS:

Type	Description
▣ Cover Memo	Case Status Report
▣ Cover Memo	Director's report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/10/2017 - 11:10 AM



CASE STATUS REPORT

Monthly Summary

March 01 , 2017 THRU March 31 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	4	4
Total	4	4

Year to Date		
Area	Filed	Closed
Housing	6	7
Total	6	7

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	1
NJ EEOC Referral	3
Public Accommodation	4
Transit Title VI	0
Total	14

Areas Closed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	2
NJ EEOC Referral	2
Public Accommodation	5
Transit Title VI	1
Total	16

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	2	Pregnancy	0	Creed	0
Retaliation	1	Gender Identity	0	Mental Disability	4
Religion	1	Age under 40	0	Physical Disability	5
Sex	2	Retaliation-ADA	0	Familial Status	0
Sex Orientation	3	Color	0	Marital Status	0
				National Origin	2
				Race	6

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	0	Advertising	0	Fail To Hire	2
Negative Treatment	7	Accessibility	0	Harassment	2	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	2
Termination	4	Discipline	1	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

March 01 , 2017 THRU March 31 , 2017

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	1
NJ Referred to EEOC	2
Insufficient # employees	0
No Basis	1
No Area	2
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	3
Mediation Settlement	5
Jurisdiction waived	0
Fact do not support claim	1
Does not warrant further actions	1
Conciliation	0
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	4
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	5
Insufficient # employees	0
No Basis	1
No Area	2
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	0
No Probable Cause	9
Mediation Settlement	12
Jurisdiction waived	0
Fact do not support claim	2
Does not warrant further actions	1
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	41

Summary: Previous Open: 103 (+) New Open 14 (-) Closed 16 (=) Total Open 101

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

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	6
Total number for year 2015	27
Total number for year 2016	50
Total number for year 2017	18
Total	101

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	1
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	1
Final Review	12
Final Investigation	1
Intermediate Investigation	14
Mediation	0
Mediation/Intermediate Invest.	0
Initial Investigation (2)	47
Initial Investigation	18
Initial Review / Screening	6
Opened	0
Total	101



CASE STATUS REPORT

Monthly Summary

March 01 , 2017 THRU March 31 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	2	4	35
Respondent Training	3	7.5	105
Total	5	11.5	140

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	9	20	378
Respondent Training	3	7.5	105
Total	12	27.5	483

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	3
Closed with resolution	4	12

Monthly	
Resolution	Count
Monetary Settlement	3
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	1
Total	6

Year to Date	
Resolution	Count
Monetary Settlement	7
No Resolution	3
Reinstatement	0
Specific Performance	3
Policy Change	1
Training	1
Total	15

Total monthly settlement amount: \$13,112.00

Total yearly settlement amount: \$15,814.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	2	4	IDHR	0	0
Other	1	1	HUD	0	1
Help Legal	2	2	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
Other City Departments	3	8	Bettendorf Human	0	0
DPD Internal Affairs	1	1	US Dept of Labor	0	0
Attorney Disciplinary Office	0	0	Attorney Referral	0	2
Scott Cty & Cthouse	1	3	Landlord Association	0	0
			Total	10	24



CASE STATUS REPORT

Monthly Summary

March 01 , 2017 THRU March 31 , 2017



Status of Complaints by Number and Year

Case Listing for 2014

E-0036-0019-14	Commission Review
E-0065-0032-14	PC/Conciliation
PA-0100-0008-14	Final Review
ED-0109-0002-14	Final Review
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

Case Listing for 2015

E-0002-0001-15	Final Review
E-0017-0005-15	Final Review
E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Intermediate Investigation
PA-0067-0011-15	Intermediate Investigation
E-0076-0037-15	Initial Investigation (2)
E-0077-0038-15	Initial Investigation (2)
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Initial Investigation
E-0087-0043-15	Initial Investigation (2)
PA-0088-0016-15	Initial Investigation
H-0092-0013-15	Final Review
E-0096-0045-15	Final Review
E-0100-0047-15	Intermediate Investigation
E-0101-0048-15	Initial Investigation (2)
E-0102-0049-15	Initial Investigation (2)
E-0103-0050-15	Initial Investigation (2)
E-0106-0053-15	Final Investigation
E-0110-0054-15	Final Review
ED-0118-0002-15	Initial Investigation (2)
PA-0119-0019-15	Initial Investigation (2)
E-0120-0060-15	Initial Investigation (2)
PA-0133-0025-15	Intermediate Investigation
E-0143-0067-15	Final Review
E-0149-0070-15	Final Review

Case Listing for 2016

E-0015-0004-16	Final Review
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CASE STATUS REPORT
Monthly Summary
March 01 , 2017 THRU March 31 , 2017

Case Listing for 2016

PA-0018-0003-16	Initial Investigation (2)
E-0022-0008-16	Initial Investigation (2)
E-0024-0009-16	Initial Investigation (2)
E-0027-0010-16	Initial Investigation (2)
E-0031-0014-16	Initial Investigation (2)
E-0035-0017-16	Initial Investigation (2)
H-0037-0004-16	Intermediate Investigation
H-0038-0005-16	Intermediate Investigation
H-0039-0006-16	Initial Investigation
E-0040-0018-16	Initial Investigation (2)
H-0051-0007-16	Intermediate Investigation
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Initial Investigation (2)
PA-0054-0006-16	Initial Investigation
H-0059-0008-16	Initial Investigation
E-0060-0026-16	Initial Investigation (2)
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
H-0081-0010-16	Intermediate Investigation
E-0085-0039-16	Initial Investigation (2)
E-0086-0040-16	Initial Investigation
E-0088-0042-16	Initial Investigation (2)
PA-0089-0008-16	Initial Investigation (2)
H-0091-0011-16	Intermediate Investigation
E-0094-0044-16	Initial Investigation (2)
PA-0098-0009-16	Initial Investigation (2)
E-0100-0046-16	Initial Investigation (2)
H-0103-0012-16	Intermediate Investigation
E-0107-0050-16	Initial Investigation (2)
E-0110-0052-16	Initial Investigation (2)
H-0115-0013-16	Initial Investigation
PA-0117-0011-16	Initial Investigation (2)
PA-0118-0012-16	Initial Investigation (2)
E-0120-0056-16	Initial Investigation (2)
E-0121-0057-16	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
March 01 , 2017 THRU March 31 , 2017

Case Listing for 2016

E-0125-0059-16	Initial Investigation (2)
E-0128-0061-16	Initial Investigation (2)
E-0129-0062-16	Initial Investigation
E-0131-0063-16	Initial Investigation
PA-0132-0013-16	Initial Investigation (2)
E-0133-0064-16	Initial Investigation (2)
E-0135-0066-16	Initial Investigation (2)
E-0137-0068-16	Initial Investigation
E-0139-0069-16	Initial Investigation
E-0141-0070-16	Initial Investigation (2)
E-0143-0071-16	Initial Investigation (2)
E-0145-0073-16	Initial Investigation (2)

Case Listing for 2017

E-0003-0002-17	Initial Investigation
E-0007-0005-17	Initial Investigation (2)
E-0008-0006-17	Initial Investigation
E-0009-0007-17	Initial Investigation (2)
PA-0011-0001-17	Initial Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Initial Investigation
E-0017-0012-17	Initial Investigation (2)
E-0022-0013-17	Initial Investigation (2)
E-0023-0014-17	Initial Investigation
H-0026-0001-17	Initial Investigation
E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Initial Review / Screening
PA-0030-0007-17	Initial Review / Screening
E-0031-0016-17	Initial Review / Screening
E-0033-0017-17	Initial Review / Screening
E-0034-0018-17	Initial Review / Screening
NJR-0035-0007-17	Initial Review / Screening

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR March 2017

I. CASE STATUS

1. No “right to sue” letters were issued in March.
2. During the month of March, one transit case settled in mediation and four employment cases settled in mediation. One employment case settled for \$8000.00 and relief in the public interest, the second settled for \$2112.00 and relief in the public interest, the third case settled for \$3000.00, the fourth case settled for non-monetary relief and relief in the public interest.

II. OTHER ACTIVITY

1. Director led a discussion on Robert Putnam’s Our Kids at Davenport Library.
2. The final event for the Smithsonian African American Museum Poster exhibition were conducted March 4th, Women in Civil Rights.
3. Director conducted an employer training pursuant to a settlement agreement.
4. Director conducted an employer training on effective communication.
5. Director attended a joint meeting between the City of Davenport and Davenport Community School District.
6. Director attended Opportunities for Quad Citians planning meeting.
7. Director attended Affirmative Action Commission meeting.
8. Director attended Civil Service Commission meeting.
9. Director attended Des Moines Human Rights Symposium.
10. Director attended League of Civil and Human Rights meeting.
11. Director participated in Davenport Police Department lie detector test result review.
12. Housing Analyst provided fair housing information to a landlord
13. Housing Analyst presented fair housing training pursuant to settlement agreement in H-0142-0016-16 and 3 individuals from another rental company.
14. Investigative Paralegal conducted ADA plan reviews.
15. Investigative Paralegal met with builders regarding ADA plan reviews.

III. OLD BUSINESS

IV. NEW BUSINESS

1. Study Participation
2. BSC Update

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
4/11/2017

Subject:
Case E-0036-0019-14

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/10/2017 - 1:52 PM