

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, MARCH 10, 2020; 12:00 PM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

- A. Minutes of July 9, 2019

IV. Directors Report

- A. Director's Report June 2019
- B. Case Status June 2019
- C. Director's Report July 2019
- D. Case Status July 2019
- E. Director's Report August 2019
- F. Case Status August 2019
- G. Director's Report September 2019
- H. Case Status September 2019
- I. Director's Report October 2019
- J. Case Status October 2019
- K. Director's Report November 2019
- L. Case Status November 2019
- M. Director's Report December 2019
- N. Case Status December 2019
- O. Director's Report January 2020
- P. Case Status January 2020
- Q. Director's Report February 2020
- R. Case Status February 2020

V. New Business

- A. E-0087-0043-15
- B. E-0100-0047-15

- C. E-0102-0049-15
- D. E-0054-0026-15
- E. E-0101-0048-15
- F. E-0035-0017-16
- G. E-0094-0044-16
- H. H-0035-0008-19
- I. H-0023-0007-19
- J. E-0122-0060-18
- K. Application for Interlocutory Review
- L. Attorney's Fees
- M. Meeting Location
- N. HUD PAR
- O. Commission Evaluation
- P. Director's Wage Increase
- Q. ICRC Contract

VI. Old Business

- A. H-0123-0026-14
- B. ED-0118-0002-15
- C. H-0081-0008-17
- D. Commission Email Format
- E. February 4, 2019 Resolution

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes of July 9, 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Minutes of July 9, 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:27 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Meeting
Tuesday, July 9, 2019

The Davenport Civil Rights Commission (DCRC) met at 12:03 p.m. Tuesday, July 9, 2019, in the first floor conference room at the Davenport City Hall.

PRESENT:

Michael Liendo, Ruby Mateos, Linda Gilman, Lee Gaston*, Susan Greenwalt*, Erie Johnson, Clyde Mayfield*, Lee Gaston, and Latrice Lacey.

“other Commissioners” *

PUBLIC PRESENT:

See attachment.

APPROVAL OF AGENDA:

It is noted that there is a lack of clarity of whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone, including but not limited to, calling a meeting to order, approving agendas, approving minutes, and adjourning a meeting.

To the extent that any of the “other commissioners” have been mentioned in the minutes since May 3, 2019 (the first date Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson met together as a whole) it was only meant to accurately reflect their physical presence. Michael Liendo’s, Linda Gilman’s, Ruby Mateos’, and Erie Johnson’s acknowledgment of the “other Commissioners” presence was not an indication of the “other Commissioners” validity, but only an attempt to be courteous, civil, and productive.

Michael Liendo made the motion to approve the agenda. Ruby Mateos 2nd that motion. Affirmative vote of agreement from Michael Liendo, Ruby Mateos, Linda Gilman, and Erie Johnson.

Affirmative vote of agreement from Susan Greenwalt, Clyde Mayfield, and Lee Gaston abstained before of the aforementioned dispute.

APPROVAL OF MINUTES:

Susie Greenwalt made the motion to approve the agenda subject to deletion of the duplication of Linda Gilman’s name. Clyde 2nd that motion. Affirmative vote of agreement from Michael Liendo, Ruby Mateos, Linda Gilman, and Erie Johnson.

Affirmative vote of agreement from Susan Greenwalt, Clyde Mayfield, and Lee Gaston abstained before of the aforementioned dispute.

There was confusion regarding what the approval of the agenda with the deletion of the duplication of Linda's Gilman's name meant. Michael Liendo and Ruby Mateos both made a motion to rescind the approval of the agenda subject to deletion of the duplication of Linda's Gilman's name because of additional assertions from Director Lacey as to what that approval meant. Erie 2nd that motion.

Affirmative vote of agreement from Michael Liendo, Ruby Mateos, Linda Gilman, and Erie Johnson. Vote of opposition from Susan Greenwalt, Clyde Mayfield, and Lee Gaston abstained before of the aforementioned dispute.

DIRECTOR'S REPORT:

N/A

NEW BUSINESS:

Various attempts were made to stop the meeting and no public issues were addressed because of the disagreement and lack of clarity of who is on the Commission and whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone.

OLD BUSINESS:

Various attempts were made to stop the meeting and no public issues were addressed because of the disagreement and lack of clarity of who is on the Commission and whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone.

PUBLIC COMMENT:

Various attempts were made to stop the meeting and no public issues were addressed because of the disagreement and lack of clarity of who is on the Commission and whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone.

CLOSING:

Michael Liendo motion to adjourn the meeting and Erie Johnson 2nd that motion.

Meeting closed at approximately 1:10 p.m. without a vote.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report June 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report June 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:21 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
June 2019**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of June.
2. During the month of June one housing case settled in mediation. This case involved a discrimination on the basis of a disability relating to a failure to accommodate. The case settled for \$225.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked on upcoming Back to School event.
2. Director worked with HUD on potential fair housing initiatives case transfer.
3. Director worked on litigation.
4. Director met with HUD and counsel on litigation.
5. Director met with Commissioners on potential training topics relating to civil rights law, constitutional law, ethics and process related topics.
6. Director met with complainants regarding intake questions.
7. Director conducted training for new commissioners.
8. Director worked on annual report.
9. Director attended FEPA Conference.
10. Director worked on litigation issue with the Housing Analyst.
11. Director attended civil service meeting.
12. Director attended conference call relating to the Juvenile Assessment Center.
13. Director and Housing Analyst worked
14. Housing Analyst and Director worked on year end closures for HUD.
15. Housing Analyst and Director worked on MEI report.
16. Housing Analyst worked on housing investigations.
17. Housing Analyst worked on housing inquiries.
18. Housing Analyst prepared and transferred cases to HUD.
19. Housing Analyst worked on case resolutions.
20. Housing Analyst helped train new mediation coordinator.
21. Housing Analyst scheduled two housing conciliations.
22. Housing Analyst and Director attended call with HUD Compliance Manager on charge resolution and closure numbers.
23. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal

IV. NEW BUSINESS

1. Ongoing commissioner training

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status June 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status June 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:30 AM



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	1
Education	0
Housing	4
NJ EEOC Referral	1
Public Accommodation	0
Transit Title VI	1
Total	7

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	5
NJ EEOC Referral	7
Public Accommodation	1
Transit Title VI	1
Total	15

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

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



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 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	2
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	0
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	3
Mediation Settlement	1
Jurisdiction waived	1
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	15

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	10
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	23
Insufficient # employees	0
No Basis	6
No Area	1
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	7
Mediation Settlement	6
Jurisdiction waived	9
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	2
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	75

Summary: Previous Open: 204 (+) New Open 7 (-) Closed 15 (=) Total Open 196

Probable Cause (Monthly) = 1 (Annual) = 10

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	43
Total number for year 2018	60
Total number for year 2019	48
Total	195

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	13
Final Review	39
Final Investigation	5
Intermediate Investigation	23
Mediation	7
Mediation/Intermediate Invest.	0
Initial Investigation (3)	8
Initial Investigation (2)	73
Initial Investigation	14
Initial Review / Screening	12
Opened	0
Total	195



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 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	3	6
Closed with resolution	1	8

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	3
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	4

Year to Date	
Resolution	Count
Monetary Settlement	4
No Resolution	6
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	14

Total monthly settlement amount: \$225.00

Total yearly settlement amount: \$11,528.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	2
Other	0	1	HUD	0	0
Help Legal	0	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	1	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	1	25



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 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	PC/Conciliation
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	Intermediate Investigation
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
June 01 , 2019 THRU June 30 , 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
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2017

H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
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-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	PC/Conciliation
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)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2018

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 Review
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)
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	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2018

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 (3)
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Investigation
E-0024-0008-19	Initial Investigation (2)
E-0026-0009-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Intermediate Investigation
H-0038-0009-19	PC/Conciliation
E-0040-0015-19	Initial Investigation
H-0043-0010-19	Intermediate Investigation
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Intermediate Investigation
E-0048-0017-19	Initial Investigation (2)
E-0049-0018-19	Mediation
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation
H-0066-0018-19	Initial Investigation
E-0068-0022-19	Mediation
E-0069-0023-19	Initial Investigation
E-0070-0024-19	Initial Investigation
E-0071-0025-19	Mediation



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019



Case Listing for 2019

NJR-0072-0023-19	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	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Initial Investigation
E-0085-0028-19	Initial Investigation
NJR-0086-0027-19	Initial Review / Screening
NJR-0087-0028-19	Initial Review / Screening
H-0088-0024-19	Initial Review / Screening
E-0091-0029-19	Initial Review / Screening
H-0092-0026-19	Initial Review / Screening
H-0093-0027-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report July 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report July 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:21 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
July 2019**

I. CASE STATUS

1. One “right to sue” letter was issued in the month of July.
2. During the month of June one employment case settled in mediation; two employment cases settled in conciliation. The first case that settled in conciliation involved discrimination on the basis of a sex relating to an allegation that the Complainant was subjected to sexual harassment and subsequently terminated because of her gender, replaced by a male. The case settled for \$9500.00 and relief in the public interest. The next case involved allegations of race discrimination, the Complainant alleges that she was reassigned because her employer’s customer did not want to receive service from the Complainant, because of her race. This complaint settled for \$8000.00 and relief in the public interest. The case that closed in mediation related to allegations of race discrimination, where Complainant was subjected to racial slurs and subsequently terminated after complaining about the race based discrimination. The complaint settled for \$15,000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked on upcoming Back to School event.
2. Director worked with HUD on fair housing case.
3. Director worked on litigation.
4. Director met with HR.
5. Director met with DOJ.
6. Director conducted DCRC harassment training.
7. Director reviewed decision on litigation regarding Commissioner’s status.
8. Director met with data committee for OQC collaboration.
9. Director participated in conciliation.
10. Director worked on litigation issue with the Housing Analyst.
11. Director attended civil service meeting.
12. Housing Analyst and Director worked on MEI report.
13. Housing Analyst worked on housing investigations.
14. Housing Analyst worked on housing inquiries.
15. Housing Analyst prepared and transferred cases to HUD.
16. Housing Analyst worked on case resolutions.
17. Housing Analyst helped train new mediation coordinator.
18. Housing Analyst and Director attended call with HUD Compliance Manager on an investigation.
19. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. Ongoing commissioner training

IV. NEW BUSINESS

1. Back to school giveaways

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status July 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status July 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:31 AM



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	5
Education	0
Housing	4
NJ EEOC Referral	3
Public Accommodation	1
Transit Title VI	0
Total	13

Areas Closed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	5
NJ EEOC Referral	5
Public Accommodation	1
Transit Title VI	0
Total	17

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	2	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	0	Mental Disability	0
Religion	0	Age under 40	0	Physical Disability	4
Sex	3	Retaliation-ADA	0	Familial Status	1
Sex Orientation	1	Color	0	Marital Status	0
				National Origin	1
				Race	7

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	1	Terms	9	Advertising	1	Fail To Hire	0
Negative Treatment	1	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	1	Fail To Serve	1
Termination	6	Discipline	2	Fail to Accom/Mod	3		



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 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	3
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	3
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	1
Mediation Settlement	1
Jurisdiction waived	6
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	17

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	13
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	26
Insufficient # employees	0
No Basis	6
No Area	1
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	2
No Probable Cause	8
Mediation Settlement	7
Jurisdiction waived	15
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	4
Complaint Withdrawn/Duplicate	2
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	92

Summary: Previous Open: 195 (+) New Open 13 (-) Closed 17 (=) Total Open 191

Probable Cause (Monthly) = 3 (Annual) = 13

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	26
Total number for year 2017	42
Total number for year 2018	59
Total number for year 2019	51
Total	191

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	37
Final Investigation	5
Intermediate Investigation	21
Mediation	8
Mediation/Intermediate Invest.	0
Initial Investigation (3)	8
Initial Investigation (2)	74
Initial Investigation	12
Initial Review / Screening	10
Opened	4
Total	191



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Respondent Training	1	1.5	25
Total	1	1.5	25

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	8	13.5	218
Respondent Training	1	1.5	25
Total	9	15	243

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	8
Closed with resolution	3	11

Monthly	
Resolution	Count
Monetary Settlement	3
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	7
No Resolution	8
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	19

Total monthly settlement amount: \$32,500.00

Total yearly settlement amount: \$44,028.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	2
Other	0	1	HUD	0	0
Help Legal	0	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	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	0	25



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
----------------	-----------------

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	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

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	Intermediate Investigation
E-0072-0031-16	Intermediate Investigation
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
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0125-0059-16	Final Review



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

Case Listing for 2016

E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

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
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)



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

Case Listing for 2017

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-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 Review
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	PC/Conciliation
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 Review
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
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	PC/Conciliation
H-0062-0008-18	Final Review
E-0063-0031-18	Intermediate Investigation
E-0070-0032-18	Initial Investigation (3)



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019



Case Listing for 2018

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)
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	Initial Investigation (2)
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	Final Investigation



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

Case Listing for 2019

E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (3)
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Investigation
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Final Review
H-0038-0009-19	PC/Conciliation
E-0040-0015-19	Initial Investigation
H-0043-0010-19	Final Investigation
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Mediation
E-0048-0017-19	Initial Investigation (2)
E-0049-0018-19	Mediation
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Initial Investigation
E-0068-0022-19	Initial Investigation (2)
E-0069-0023-19	Initial Investigation
E-0070-0024-19	Initial Investigation
E-0071-0025-19	Initial Investigation (2)
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
H-0088-0024-19	Initial Review / Screening



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



Case Listing for 2019

E-0091-0029-19	Initial Review / Screening
H-0092-0026-19	Initial Review / Screening
E-0094-0030-19	Mediation
E-0095-0031-19	Initial Investigation
H-0097-0028-19	Opened
H-0099-0030-19	Opened
NJR-0100-0030-19	Initial Review / Screening
PA-0102-0005-19	Opened
H-0103-0031-19	Opened
E-0104-0032-19	Initial Review / Screening
E-0105-0033-19	Initial Review / Screening
E-0106-0034-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report August 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report August 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:22 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
August 2019**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of August.
2. One employment case settled in mediation in the month of August. This case involved allegations of pregnancy discrimination. The case settled for \$5040.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked with HUD on a fair housing case.
2. Director worked on litigation.
3. Director met with HUD Administration to discuss regulatory changes and propose program changes.
4. Director met with HUD Investigator.
5. Director and Housing Analyst attended EEOC harassment training.
6. Director, Investigator and Housing Analyst attended Region VII HUD Conference.
7. Director reviewed the City of Davenport’s application for Interlocutory Review on the summary judgment decision in litigation regarding Commissioner’s status.
8. Director worked on litigation issue with the Housing Analyst.
9. Director attended civil service meeting.
10. Director and Housing Analyst attended IOAHRA Conference.
11. Director and Investigator worked on upcoming Back to School event.
12. Housing Analyst worked on housing investigations.
13. Housing Analyst worked on housing inquiries.
14. Housing Analyst prepared and transferred cases to HUD.
15. Housing Analyst worked on case resolutions.
16. Housing Analyst helped train new mediation coordinator.
17. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal

IV. NEW BUSINESS

1. FEPA Contract

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status August 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status August 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:33 AM



CASE STATUS REPORT

Monthly Summary

August 01 , 2019 THRU August 31 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	5
Education	0
Housing	2
NJ EEOC Referral	3
Public Accommodation	1
Transit Title VI	0
Total	11

Areas Closed	
Area	Count
Credit	0
Employment	4
Education	0
Housing	1
NJ EEOC Referral	0
Public Accommodation	2
Transit Title VI	0
Total	7

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

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



CASE STATUS REPORT

Monthly Summary

August 01 , 2019 THRU August 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	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	1
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	2
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	3
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	7

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	13
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	26
Insufficient # employees	0
No Basis	6
No Area	1
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	2
No Probable Cause	8
Mediation Settlement	8
Jurisdiction waived	17
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	4
Complaint Withdrawn/Duplicate	5
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	99

Summary: Previous Open: 191 (+) New Open 11 (-) Closed 7 (=) Total Open 195

Probable Cause (Monthly) = 0 (Annual) = 13

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	26
Total number for year 2017	42
Total number for year 2018	56
Total number for year 2019	58
Total	195

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	10
Final Review	38
Final Investigation	4
Intermediate Investigation	23
Mediation	11
Mediation/Intermediate Invest.	0
Initial Investigation (3)	7
Initial Investigation (2)	78
Initial Investigation	8
Initial Review / Screening	15
Opened	0
Total	195



CASE STATUS REPORT

Monthly Summary

August 01 , 2019 THRU August 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
Respondent Training	1	1.5	25
Total	9	15	243

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	8
Closed with resolution	2	13

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

Year to Date	
Resolution	Count
Monetary Settlement	9
No Resolution	8
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	21

Total monthly settlement amount: \$5,040.00

Total yearly settlement amount: \$49,068.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	7	IDHR	0	2
Other	1	2	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	1	2
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	3	28



CASE STATUS REPORT

Monthly Summary

August 01 , 2019 THRU August 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
----------------	-----------------

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	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

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	Intermediate Investigation
E-0072-0031-16	Intermediate Investigation
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
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0125-0059-16	Final Review



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

Case Listing for 2016

E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

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
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)



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

Case Listing for 2017

PA-0108-0014-17	Final Review
H-0111-0015-17	Final Review
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-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	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Final Review
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	PC/Conciliation
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 Review
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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)



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

Case Listing for 2018

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 (2)
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)
E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Mediation
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	Final Investigation
E-0125-0062-18	Initial Investigation (2)
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	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (2)
E-0011-0005-19	Initial Investigation



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

Case Listing for 2019

E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Investigation
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Final Review
H-0038-0009-19	PC/Conciliation
H-0043-0010-19	Final Investigation
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Mediation
E-0048-0017-19	Initial Investigation (2)
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Intermediate Investigation
E-0068-0022-19	Initial Investigation (2)
E-0069-0023-19	Initial Investigation
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
H-0088-0024-19	Mediation
E-0091-0029-19	Mediation
H-0092-0026-19	Initial Review / Screening
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Intermediate Investigation



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

Case Listing for 2019

H-0099-0030-19	Initial Review / Screening
NJR-0100-0030-19	Initial Review / Screening
PA-0102-0005-19	Mediation
H-0103-0031-19	Initial Review / Screening
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Review / Screening
H-0107-0032-19	Initial Investigation
NJR-0109-0033-19	Initial Review / Screening
H-0110-0033-19	Initial Review / Screening
E-0111-0035-19	Mediation
E-0112-0036-19	Mediation
E-0114-0037-19	Initial Review / Screening
E-0115-0038-19	Initial Review / Screening
NJR-0116-0034-19	Initial Review / Screening
NJR-0117-0035-19	Initial Review / Screening
E-0118-0039-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report September 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report September 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:23 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR September 2019

I. CASE STATUS

1. One “right to sue” letter was issued in the month of September.
2. Two housing case in conciliation in the month of September. One employment case and two housing cases settled in mediation in the month of September.
 - i. **Conciliation:** One housing case involved allegations of disability discrimination, relating to a denial of tenancy; this case settled for \$1500.00 and relief in the public interest. The next case involved allegations of disability discrimination regarding a failure to accommodate. The case settled for \$3500.00 and relief in the public interest.
 - ii. **Mediation:** The employment case involved allegations of sex and race discrimination relating to discriminatory statements made in relation to a termination. This case resolved for \$8016.00 and relief in the public interest. One housing case involved a failure to maintain accessibility features, this case resolved with a new process for handling notification and resolution of accessibility concerns and relief in the public interest. The second housing complaint involved allegations of disability discrimination regarding a failure to accommodate. The case settled for \$300.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked with HUD on the PAR.
2. Director worked on litigation.
3. Director developed and rafter EEOC 2020 Engagement Plan.
4. Director worked with EEOC to submit contract documentation and 2020 Engagement Plan.
5. Director participated in community outreach activity.
6. Director worked on case resolution documents.
7. Director worked on litigation issue with the Housing Analyst.
8. Housing Analyst worked on housing investigations.
9. Housing Analyst worked on housing inquiries.
10. Housing Analyst prepared and transferred cases to HUD.
11. Housing Analyst worked on case resolutions.
12. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. FEPA Contract

IV. NEW BUSINESS

1. ICRC Contract

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status September 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status September 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:34 AM



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	6
Education	0
Housing	3
NJ EEOC Referral	2
Public Accommodation	0
Transit Title VI	0
Total	11

Areas Closed	
Area	Count
Credit	0
Employment	4
Education	0
Housing	5
NJ EEOC Referral	5
Public Accommodation	1
Transit Title VI	0
Total	15

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

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	5	Advertising	1	Fail To Hire	1
Negative Treatment	1	Accessibility	0	Harassment	2	Fail To Promote	1
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	8	Discipline	1	Fail to Accom/Mod	2		



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 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	2
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	3
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	4
Mediation Settlement	3
Jurisdiction waived	1
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	15

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	15
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	29
Insufficient # employees	0
No Basis	6
No Area	1
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	2
No Probable Cause	12
Mediation Settlement	11
Jurisdiction waived	18
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	6
Complaint Withdrawn/Duplicate	5
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	114

Summary: Previous Open: 195 (+) New Open 11 (-) Closed 15 (=) Total Open 191

Probable Cause (Monthly) = 4 (Annual) = 17

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	24
Total number for year 2017	42
Total number for year 2018	51
Total number for year 2019	61
Total	191

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	14
Final Review	34
Final Investigation	3
Intermediate Investigation	24
Mediation	11
Mediation/Intermediate Invest.	0
Initial Investigation (3)	6
Initial Investigation (2)	76
Initial Investigation	8
Initial Review / Screening	14
Opened	0
Total	191



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 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
Respondent Training	1	1.5	25
Total	9	15	243

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	8
Closed with resolution	4	17

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

Year to Date	
Resolution	Count
Monetary Settlement	13
No Resolution	8
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	25

Total monthly settlement amount: \$13,316.00

Total yearly settlement amount: \$62,384.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	8	IDHR	0	2
Other	0	2	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	1	3
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	2	30



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019

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-0030-0014-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	PC/Conciliation
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

E-0031-0014-16	Final Review
E-0035-0017-16	PC/Conciliation
E-0040-0018-16	Intermediate Investigation
E-0052-0023-16	Intermediate Investigation
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Final Review
E-0060-0026-16	PC/Conciliation
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Intermediate Investigation
E-0072-0031-16	Intermediate Investigation
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0125-0059-16	PC/Conciliation
E-0133-0064-16	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019



Case Listing for 2016

E-0135-0066-16	Final Review
E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review

Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Intermediate Investigation
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
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
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 Review



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019

Case Listing for 2017

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-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	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Final Review
PA-0015-0001-18	Initial Investigation (2)
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 Review
E-0038-0021-18	Initial Investigation (2)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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)



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019



Page: 7

Case Listing for 2018

E-0083-0040-18	Intermediate Investigation
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)
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation (2)
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)
E-0117-0057-18	Initial Investigation (2)
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	PC/Conciliation
E-0125-0062-18	Initial Investigation (2)
E-0131-0064-18	Initial Investigation (2)
H-0133-0018-18	Final Review
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (2)
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Review
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Final Review



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019

Case Listing for 2019

H-0038-0009-19	PC/Conciliation
H-0043-0010-19	Final Review
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Final Investigation
H-0046-0012-19	Final Investigation
E-0048-0017-19	Initial Investigation (2)
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Mediation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Intermediate Investigation
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
H-0092-0026-19	Initial Review / Screening
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Intermediate Investigation
H-0099-0030-19	Initial Investigation
PA-0102-0005-19	Mediation
H-0103-0031-19	Initial Review / Screening
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Initial Investigation
H-0110-0033-19	Initial Review / Screening
E-0111-0035-19	Mediation
E-0112-0036-19	Mediation
E-0114-0037-19	Mediation



CASE STATUS REPORT

Monthly Summary

September 01 , 2019 THRU September 30 , 2019



Case Listing for 2019

E-0115-0038-19	Initial Investigation
E-0118-0039-19	Mediation
H-0119-0034-19	Initial Review / Screening
E-0120-0040-19	Initial Investigation
E-0121-0041-19	Initial Review / Screening
E-0122-0042-19	Mediation
E-0124-0043-19	Initial Review / Screening
H-0125-0035-19	Initial Review / Screening
E-0126-0044-19	Initial Review / Screening
H-0127-0036-19	Initial Review / Screening
NJR-0128-0037-19	Initial Review / Screening
E-0129-0045-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report October 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:23 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status October 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status October 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:36 AM



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	4
Education	0
Housing	2
NJ EEOC Referral	2
Public Accommodation	2
Transit Title VI	0
Total	10

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

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

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



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 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	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	0
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	2
Mediation Settlement	1
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	8

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	15
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	4
NJ Referred to EEOC	31
Insufficient # employees	0
No Basis	6
No Area	2
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	3
No Probable Cause	14
Mediation Settlement	12
Jurisdiction waived	18
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	6
Complaint Withdrawn/Duplicate	5
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	122

Summary: Previous Open: 191 (+) New Open 10 (-) Closed 8 (=) Total Open 193

Probable Cause (Monthly) = 3 (Annual) = 20

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	23
Total number for year 2017	40
Total number for year 2018	51
Total number for year 2019	66
Total	193

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	14
Final Review	34
Final Investigation	17
Intermediate Investigation	13
Mediation	8
Mediation/Intermediate Invest.	0
Initial Investigation (3)	5
Initial Investigation (2)	75
Initial Investigation	12
Initial Review / Screening	14
Opened	0
Total	193



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Mediation Training	1	1	9
Total	1	1	9

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	8	13.5	218
Mediation Training	1	1	9
Respondent Training	1	1.5	25
Total	10	16	252

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	10
Closed with resolution	1	18

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

Year to Date	
Resolution	Count
Monetary Settlement	13
No Resolution	10
Reinstatement	0
Specific Performance	5
Policy Change	0
Training	0
Total	28

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$62,384.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	8	IDHR	0	2
Other	0	2	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	3
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	0	30



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014	
H-0123-0026-14	Court on Appeal
Case Listing for 2015	
E-0030-0014-15	Final Investigation
E-0051-0024-15	Final Investigation
E-0054-0026-15	PC/Conciliation
E-0076-0037-15	Final Investigation
E-0077-0038-15	Final Investigation
E-0078-0039-15	Final Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation
Case Listing for 2016	
E-0031-0014-16	Final Review
E-0035-0017-16	PC/Conciliation
E-0040-0018-16	Intermediate Investigation
E-0052-0023-16	Intermediate Investigation
E-0053-0024-16	Final Investigation
E-0060-0026-16	PC/Conciliation
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Intermediate Investigation
E-0072-0031-16	Intermediate Investigation
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0125-0059-16	PC/Conciliation
E-0133-0064-16	Final Investigation
E-0135-0066-16	Final Review



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019

Case Listing for 2016

E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review

Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Final Investigation
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	Final 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	Final Investigation
E-0075-0040-17	Final Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
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
E-0117-0057-17	Final Review
E-0121-0061-17	Final Investigation



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019



Case Listing for 2017

PA-0122-0015-17	Final Review
E-0123-0062-17	Intermediate Investigation
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0143-0075-17	Final Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Final Investigation
H-0012-0001-18	Final Review
PA-0015-0001-18	Initial Investigation (2)
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 Review
E-0038-0021-18	Initial Investigation (2)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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	Intermediate Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019



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Case Listing for 2018

ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Initial Investigation (2)
PA-0100-0013-18	Initial Investigation (2)
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation (2)
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)
E-0117-0057-18	Initial Investigation (2)
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	PC/Conciliation
E-0125-0062-18	Initial Investigation (2)
E-0131-0064-18	Initial Investigation (2)
H-0133-0018-18	Final Review
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (2)
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Review
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Final Review
H-0038-0009-19	PC/Conciliation
H-0043-0010-19	Final Review
E-0044-0016-19	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019

Case Listing for 2019

H-0045-0011-19	Final Review
H-0046-0012-19	Final Review
E-0048-0017-19	Intermediate Investigation
ED-0051-0001-19	Initial Investigation (2)
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Intermediate Investigation
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
H-0092-0026-19	Initial Review / Screening
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Final Investigation
H-0099-0030-19	Initial Investigation
PA-0102-0005-19	Mediation
H-0103-0031-19	Initial Review / Screening
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Mediation
H-0110-0033-19	Initial Review / Screening
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Mediation
E-0114-0037-19	Mediation
E-0115-0038-19	Initial Investigation (2)
E-0118-0039-19	Mediation
H-0119-0034-19	Initial Review / Screening
E-0120-0040-19	Initial Investigation



CASE STATUS REPORT

Monthly Summary

October 01 , 2019 THRU October 31 , 2019



Case Listing for 2019

E-0122-0042-19	Initial Investigation (2)
E-0124-0043-19	Initial Review / Screening
H-0125-0035-19	Initial Review / Screening
E-0126-0044-19	Initial Investigation
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation
H-0130-0037-19	Initial Review / Screening
E-0132-0046-19	Initial Investigation
E-0133-0047-19	Initial Investigation
PA-0135-0008-19	Initial Review / Screening
E-0136-0048-19	Initial Investigation
E-0137-0049-19	Initial Investigation
NJR-0138-0039-19	Initial Review / Screening
H-0139-0038-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report November 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report November 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:24 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
November 2019**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of November.
 - i. One employment case in conciliation in the month of November. This case involved allegations of disability discrimination; this case settled for \$46,000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director and Secretary participated in the FY2021 budget review.
2. Director attended BSC Conference.
3. Director attended Civil Service meeting.
4. Director met with HR.
5. Director worked on litigation.
6. Director met with Mayor Matson and Commissioner Greenwalt.
7. Director met with community members.
8. Director and Housing Analyst attended co-sponsored event with the Davenport Library on the Native American Perspective of Thanksgiving.
9. Director and Housing Analyst planning Black History Month presentation for a co-sponsored presentation for the Davenport Library.
10. Director participated in community planning discussion on upcoming DCRC training
11. Director worked on case resolution documents.
12. Housing Analyst worked on investigations.
13. Housing Analyst worked on housing investigations.
14. Housing Analyst worked on housing inquiries.
15. Housing Analyst worked on case resolutions.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. FEPA Contract
4. ICRC Contract

IV. NEW BUSINESS

1. Staffing

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status November 2019

ATTACHMENTS:

Type	Description
▣ Cover Memo	Case Status November 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:37 AM



CASE STATUS REPORT

Monthly Summary

November 01 , 2019 THRU November 30 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	5
Education	1
Housing	2
NJ EEOC Referral	2
Public Accommodation	4
Transit Title VI	0
Total	14

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	3
NJ EEOC Referral	1
Public Accommodation	3
Transit Title VI	0
Total	10

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	0	Pregnancy	0	Creed	0
Retaliation	5	Gender Identity	0	Mental Disability	2
Religion	0	Age under 40	0	Physical Disability	6
Sex	1	Retaliation-ADA	0	Familial Status	0
Sex Orientation	1	Color	1	Marital Status	0
				National Origin	0
				Race	7

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	6	Advertising	0	Fail To Hire	0
Negative Treatment	2	Accessibility	0	Harassment	1	Fail To Promote	0
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	6	Discipline	0	Fail to Accom/Mod	5		



CASE STATUS REPORT

Monthly Summary

November 01 , 2019 THRU November 30 , 2019

Page: 2

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	1
Insufficient # employees	0
No Basis	2
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	2
Mediation Settlement	0
Jurisdiction waived	1
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	10

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	15
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	5
NJ Referred to EEOC	32
Insufficient # employees	0
No Basis	8
No Area	3
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	4
No Probable Cause	16
Mediation Settlement	12
Jurisdiction waived	19
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	7
Complaint Withdrawn/Duplicate	5
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	132

Summary: Previous Open: 193 (+) New Open 14 (-) Closed 10 (=) Total Open 197

Probable Cause (Monthly) = 1 (Annual) = 21

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	22
Total number for year 2017	40
Total number for year 2018	48
Total number for year 2019	74
Total	197

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	14
Final Review	33
Final Investigation	15
Intermediate Investigation	16
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (3)	5
Initial Investigation (2)	75
Initial Investigation	8
Initial Review / Screening	16
Opened	0
Total	197



CASE STATUS REPORT

Monthly Summary

November 01 , 2019 THRU November 30 , 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
Mediation Training	1	1	9
Respondent Training	1	1.5	25
Total	10	16	252

Mediation and Settlement Information

Mediation & Settlement

	Month	YTD
Held with no resolution	1	11
Closed with resolution	1	19

Monthly

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

Year to Date

Resolution	Count
Monetary Settlement	14
No Resolution	11
Reinstatement	0
Specific Performance	5
Policy Change	0
Training	0
Total	30

Total monthly settlement amount: \$46,000.00

Total yearly settlement amount: \$108,384.00

Referrals

Referral Distribution

	Month	YTD		Month	YTD
ICRC	0	8	IDHR	0	2
Other	0	2	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	3
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	0	30



CASE STATUS REPORT Monthly Summary

November 01 , 2019 THRU November 30 , 2019

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
----------------	-----------------

Case Listing for 2015

E-0030-0014-15	Final Investigation
E-0051-0024-15	Final Review
E-0054-0026-15	PC/Conciliation
E-0076-0037-15	Final Review
E-0077-0038-15	Final Investigation
E-0078-0039-15	Final Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

E-0031-0014-16	Final Review
E-0035-0017-16	PC/Conciliation
E-0040-0018-16	Intermediate Investigation
E-0052-0023-16	Intermediate Investigation
E-0053-0024-16	Final Investigation
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Intermediate Investigation
E-0072-0031-16	Intermediate Investigation
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0125-0059-16	PC/Conciliation
E-0133-0064-16	Final Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

November 01 , 2019 THRU November 30 , 2019

Case Listing for 2016

E-0141-0070-16	Final Review
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Case Listing for 2017

E-0009-0007-17	Final Review
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PA-0011-0001-17	Final Review
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E-0012-0009-17	Final Investigation
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E-0015-0011-17	Initial Investigation (2)
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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	Final Investigation
----------------	---------------------

E-0053-0025-17	Final Review
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E-0055-0026-17	Final Review
----------------	--------------

E-0058-0028-17	Initial Investigation (2)
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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	Final Investigation
----------------	---------------------

E-0075-0040-17	Final Investigation
----------------	---------------------

E-0076-0041-17	Final Review
----------------	--------------

E-0077-0042-17	Final Investigation
----------------	---------------------

H-0081-0008-17	PC/Conciliation
----------------	-----------------

E-0084-0044-17	Initial Investigation
----------------	-----------------------

E-0093-0048-17	Initial Investigation (2)
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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
-----------------	--------------

E-0117-0057-17	Final Review
----------------	--------------

E-0121-0061-17	Final Investigation
----------------	---------------------

PA-0122-0015-17	Final Review
-----------------	--------------



CASE STATUS REPORT

Monthly Summary

November 01 , 2019 THRU November 30 , 2019

Case Listing for 2017

E-0123-0062-17	Intermediate Investigation
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0143-0075-17	Final Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Final Investigation
PA-0015-0001-18	Initial Investigation (2)
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)
E-0038-0021-18	Initial Investigation (2)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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	Intermediate Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)



CASE STATUS REPORT Monthly Summary

November 01 , 2019 THRU November 30 , 2019

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Case Listing for 2018

E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Initial Investigation (2)
PA-0100-0013-18	Initial Investigation (2)
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation (2)
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)
E-0117-0057-18	Initial Investigation (2)
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	PC/Conciliation
E-0125-0062-18	Initial Investigation (2)
H-0133-0018-18	Final Review
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (2)
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Intermediate Investigation
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Review
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	PC/Conciliation
H-0038-0009-19	PC/Conciliation
H-0043-0010-19	Final Review
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Final Review
H-0046-0012-19	Final Review
E-0048-0017-19	Intermediate Investigation
ED-0051-0001-19	Initial Investigation (2)



CASE STATUS REPORT Monthly Summary

November 01 , 2019 THRU November 30 , 2019

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Case Listing for 2019

E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Intermediate Investigation
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
H-0092-0026-19	Initial Review / Screening
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Final Investigation
H-0099-0030-19	Intermediate Investigation
PA-0102-0005-19	Mediation
H-0103-0031-19	Initial Review / Screening
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Mediation
H-0110-0033-19	Initial Review / Screening
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Mediation
E-0114-0037-19	Mediation
E-0115-0038-19	Initial Investigation (2)
E-0118-0039-19	Mediation
H-0119-0034-19	Initial Review / Screening
E-0120-0040-19	Initial Investigation
E-0122-0042-19	Initial Investigation (2)
E-0124-0043-19	Initial Review / Screening
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening



CASE STATUS REPORT Monthly Summary

November 01 , 2019 THRU November 30 , 2019



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Case Listing for 2019

E-0129-0045-19	Mediation
H-0130-0037-19	Initial Review / Screening
E-0132-0046-19	Initial Investigation
E-0133-0047-19	Mediation
E-0136-0048-19	Mediation
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening
NJR-0141-0040-19	Initial Review / Screening
ED-0142-0003-19	Mediation
E-0143-0050-19	Initial Investigation
E-0145-0051-19	Initial Investigation
E-0146-0052-19	Initial Review / Screening
NJR-0147-0041-19	Initial Review / Screening
PA-0148-0011-19	Mediation
PA-0149-0012-19	Mediation
H-0151-0039-19	Initial Review / Screening
E-0152-0054-19	Initial Review / Screening
H-0153-0040-19	Initial Investigation

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report December 2019

ATTACHMENTS:

Type	Description
▣ Cover Memo	Director's Report December 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:25 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
December 2019**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of December.
- i. Three employment cases settled in conciliation in the month of December. One public accommodation case settled in the month of December.
 1. One employment case involved allegations of race discrimination; this case settled for \$250.00 and relief in the public interest.
 2. One employment case involved allegations of race discrimination; this case settled for \$16000.00 and relief in the public interest.
 3. One employment case involved allegations of race discrimination and retaliation; this case settled for \$1000.00 and relief in the public interest.
 4. The public accommodation case involved allegations of disability discrimination; this case settled for \$525.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director met with members of Progressive Action for the Common Good to discuss possible collaboration.
2. Director attended Civil Service meeting.
3. Director worked on litigation.
4. Director met with community members.
5. Investigator and Housing Analyst attended a planning meeting with the Davenport Library on the upcoming Black History Month presentation.
6. Director and Housing Analyst plan follow-up events for the Black History Month presentation in collaboration with the Davenport Library.
7. Director participated in community planning discussion on upcoming DCRC training
8. Director worked on case resolution documents.
9. Housing Analyst worked on investigations.
10. Housing Analyst worked on housing investigations.
11. Housing Analyst worked on housing inquiries.
12. Housing Analyst worked on case resolutions.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. FEPA Contract
4. ICRC Contract

IV. NEW BUSINESS

1. Staffing

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status December 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status December 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:40 AM



CASE STATUS REPORT

Monthly Summary

December 01 , 2019 THRU December 31 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	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	5
Education	2
Housing	4
NJ EEOC Referral	0
Public Accommodation	1
Transit Title VI	0
Total	12

Areas Closed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	3
NJ EEOC Referral	2
Public Accommodation	1
Transit Title VI	0
Total	11

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	3	Pregnancy	0	Creed	0
Retaliation	4	Gender Identity	0	Mental Disability	2
Religion	1	Age under 40	0	Physical Disability	0
Sex	2	Retaliation-ADA	0	Familial Status	1
Sex Orientation	0	Color	0	Marital Status	1
				National Origin	1
				Race	7

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



CASE STATUS REPORT

Monthly Summary

December 01 , 2019 THRU December 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	2
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	1
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	0
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	4
Complaint Withdrawn/Duplicate	2
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	11

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	16
No Jurisdiction	
Statute of limitations	3
Prima Facia not met	0
Outside geographical jurisdiction	6
NJ Referred to EEOC	33
Insufficient # employees	0
No Basis	8
No Area	3
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	4
No Probable Cause	16
Mediation Settlement	12
Jurisdiction waived	21
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	11
Complaint Withdrawn/Duplicate	7
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	145

Summary: Previous Open: 195 (+) New Open 12 (-) Closed 11 (=) Total Open 196

Probable Cause (Monthly) = 1 (Annual) = 22

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	20
Total number for year 2017	39
Total number for year 2018	48
Total number for year 2019	76
Total	196

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	16
Final Review	37
Final Investigation	18
Intermediate Investigation	19
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (3)	5
Initial Investigation (2)	66
Initial Investigation	5
Initial Review / Screening	14
Opened	1
Total	196



CASE STATUS REPORT

Monthly Summary

December 01 , 2019 THRU December 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	14	23.5	674
Mediation Training	1	1	9
Respondent Training	3	4	64
Total	18	28.5	747

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	11
Closed with resolution	4	23

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

Year to Date	
Resolution	Count
Monetary Settlement	18
No Resolution	11
Reinstatement	0
Specific Performance	5
Policy Change	0
Training	0
Total	34

Total monthly settlement amount: \$17,775.00

Total yearly settlement amount: \$126,159.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	8	IDHR	0	2
Other	0	2	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	3
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	0	30



CASE STATUS REPORT

Monthly Summary

December 01 , 2019 THRU December 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
----------------	-----------------

Case Listing for 2015

E-0030-0014-15	Final Investigation
E-0051-0024-15	Final Review
E-0054-0026-15	PC/Conciliation
E-0076-0037-15	Final Review
E-0077-0038-15	Final Investigation
E-0078-0039-15	Final Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

E-0031-0014-16	Final Review
E-0035-0017-16	PC/Conciliation
E-0040-0018-16	Intermediate Investigation
E-0052-0023-16	Intermediate Investigation
E-0053-0024-16	Final Investigation
E-0063-0027-16	Intermediate Investigation
E-0064-0028-16	Final Review
E-0072-0031-16	Final Review
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review



CASE STATUS REPORT Monthly Summary

December 01 , 2019 THRU December 31 , 2019

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Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Final Investigation
E-0015-0011-17	Initial Investigation (2)
E-0022-0013-17	Intermediate Investigation
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0033-0017-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Intermediate Investigation
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Intermediate Investigation
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	Final Investigation
E-0075-0040-17	Final Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Final Investigation
E-0093-0048-17	Initial Investigation (2)
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
E-0117-0057-17	Final Review
E-0121-0061-17	Final Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Intermediate Investigation
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)



CASE STATUS REPORT Monthly Summary

December 01 , 2019 THRU December 31 , 2019

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Case Listing for 2017

E-0131-0070-17	Final Investigation
E-0143-0075-17	Final Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Final Investigation
PA-0015-0001-18	Initial Investigation (2)
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)
E-0038-0021-18	Final Investigation
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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	Intermediate Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Initial Investigation (2)



CASE STATUS REPORT Monthly Summary

December 01 , 2019 THRU December 31 , 2019

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Case Listing for 2018

PA-0100-0013-18	Final Review
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation (2)
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)
E-0117-0057-18	Initial Investigation (2)
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	PC/Conciliation
E-0125-0062-18	Initial Investigation (2)
H-0133-0018-18	Final Review
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
H-0005-0002-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Intermediate Investigation
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	PC/Conciliation
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Intermediate Investigation
E-0032-0014-19	Intermediate Investigation
H-0035-0008-19	PC/Conciliation
H-0038-0009-19	PC/Conciliation
H-0043-0010-19	PC/Conciliation
E-0044-0016-19	Intermediate Investigation
H-0045-0011-19	Final Review
H-0046-0012-19	Final Review
E-0048-0017-19	Final Review
ED-0051-0001-19	Initial Investigation (2)
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

December 01 , 2019 THRU December 31 , 2019

Case Listing for 2019

H-0066-0018-19	Intermediate Investigation
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Final Investigation
H-0099-0030-19	PC/Conciliation
H-0103-0031-19	Initial Review / Screening
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Final Review
H-0110-0033-19	Initial Review / Screening
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Mediation
E-0114-0037-19	Mediation
E-0115-0038-19	Initial Investigation (2)
E-0118-0039-19	Mediation
E-0120-0040-19	Initial Investigation
E-0122-0042-19	Initial Investigation (2)
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Mediation
E-0132-0046-19	Initial Investigation
E-0133-0047-19	Initial Investigation (2)
E-0136-0048-19	Mediation
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening
ED-0142-0003-19	Mediation
E-0143-0050-19	Mediation
E-0145-0051-19	Initial Investigation (2)



CASE STATUS REPORT Monthly Summary

December 01 , 2019 THRU December 31 , 2019



Case Listing for 2019

E-0146-0052-19	Mediation
PA-0148-0011-19	Mediation
PA-0149-0012-19	Mediation
H-0151-0039-19	Initial Investigation
E-0152-0054-19	Mediation
H-0153-0040-19	Initial Investigation (2)
H-0154-0041-19	Initial Review / Screening
E-0155-0055-19	Initial Review / Screening
E-0156-0056-19	Initial Review / Screening
PA-0158-0013-19	Initial Review / Screening
ED-0159-0004-19	Initial Review / Screening
ED-0160-0005-19	Initial Review / Screening
H-0161-0042-19	Initial Investigation
H-0162-0043-19	Opened
E-0163-0058-19	Initial Review / Screening
E-0164-0059-19	Initial Review / Screening
H-0165-0044-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report January 2020

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report January 2020

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:26 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
January 2020**

I. CASE STATUS

1. Two “right to sue” letters were issued in the month of January.
 - i. One employment cases settled in conciliation in the month of January. This case involved allegations of race discrimination; this case settled for \$1500.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director attended Civil Service meeting.
2. Director met with Janelle Swanberg.
3. Director met with Janelle Swanberg, Rabbi Henry Karp and Richard Pokora.
4. Director met with EEOC monitor.
5. Director attended CLE on protecting electronic data.
6. Director worked on litigation.
7. Director worked on upcoming Black History Month presentation.
8. Director conducted employment training pursuant to mediation settlement.
9. Director met with Human Resources.
10. Director met with Mayor Matson, Janelle Swanberg and Rabbi Henry Karp.
11. Director met with Mayor Matson and Janelle Swanberg.
12. Director met with community members.
13. Director and Housing Analyst met with Mayor Matson and Scott VandeWoestyne to discuss affirmative action items to creating a more inclusive community.
14. Director attended conciliation.
15. Investigator and Housing Analyst attended a follow-up planning meeting with the Davenport Library on the upcoming Black History Month presentation.
16. Director and Housing Analyst plan follow-up events for the Black History Month presentation in collaboration with the Davenport Library.
17. Director conducted DCRC training.
18. Director worked on case resolution documents.
19. Housing Analyst worked on investigations.
20. Housing Analyst worked on housing investigations.
21. Housing Analyst worked on housing inquiries.
22. Housing Analyst worked on case resolutions.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. FEPA Contract
4. ICRC Contract

IV. NEW BUSINESS

1. Staffing

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status January 2020

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status January 2020

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:29 AM



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

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

Overall total active informal complaints: 1

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	5
Education	1
Housing	0
NJ EEOC Referral	2
Public Accommodation	0
Transit Title VI	0
Total	8

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	2
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	5

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

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



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020

Page: 2

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	1
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	2
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	5

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	0
No Jurisdiction	
Statute of limitations	1
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	2
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	5

Summary: Previous Open: 191 (+) New Open 8 (-) Closed 5 (=) Total Open 194

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

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	18
Total number for year 2017	39
Total number for year 2018	47
Total number for year 2019	72
Total number for year 2020	5
Total	194

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	17
Final Review	37
Final Investigation	23
Intermediate Investigation	20
Mediation	17
Mediation/Intermediate Invest.	0
Initial Investigation (3)	6
Initial Investigation (2)	54
Initial Investigation	4
Initial Review / Screening	15
Opened	0
Total	194



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	2	3
Respondent Training	1	2	4
Total	2	4	7

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	1	2	3
Respondent Training	1	2	4
Total	2	4	7

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	4	4
Closed with resolution	1	1

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	4
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	1
No Resolution	4
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	5

Total monthly settlement amount: \$1,500.00

Total yearly settlement amount: \$1,500.00

Referrals

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



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
----------------	-----------------

Case Listing for 2015

E-0030-0014-15	Final Investigation
E-0051-0024-15	Final Review
E-0054-0026-15	PC/Conciliation
E-0076-0037-15	Final Review
E-0077-0038-15	Final Investigation
E-0078-0039-15	Final Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

E-0031-0014-16	Final Review
E-0035-0017-16	PC/Conciliation
E-0040-0018-16	Intermediate Investigation
E-0052-0023-16	Final Review
E-0053-0024-16	Final Investigation
E-0063-0027-16	Intermediate Investigation
E-0064-0028-16	Final Review
E-0072-0031-16	Final Review
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review

Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020



Case Listing for 2017

E-0012-0009-17	Final Investigation
E-0015-0011-17	Initial Investigation (2)
E-0022-0013-17	Final Investigation
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0033-0017-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Final Investigation
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Intermediate Investigation
E-0062-0031-17	Intermediate Investigation
E-0063-0032-17	Intermediate Investigation
E-0064-0033-17	Final Review
E-0068-0035-17	Final Investigation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0075-0040-17	Final Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Final Investigation
E-0093-0048-17	Intermediate Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Intermediate Investigation
PA-0108-0014-17	Final Review
E-0117-0057-17	Final Review
E-0121-0061-17	Final Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Intermediate Investigation
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Final Review
E-0131-0070-17	Final Review
E-0143-0075-17	Final Investigation



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020



Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Final Investigation
PA-0015-0001-18	Initial Investigation (2)
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)
E-0038-0021-18	Final Review
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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	Intermediate Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Intermediate Investigation
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Intermediate Investigation
PA-0100-0013-18	Final Review
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (3)



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020



Case Listing for 2018

E-0110-0052-18	Initial Investigation (2)
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)
E-0117-0057-18	Initial Investigation (2)
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	PC/Conciliation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
H-0005-0002-19	PC/Conciliation
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Intermediate Investigation
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	PC/Conciliation
E-0024-0008-19	Final Investigation
E-0027-0010-19	Final Investigation
E-0032-0014-19	Final Investigation
H-0035-0008-19	PC/Conciliation
H-0038-0009-19	PC/Conciliation
H-0043-0010-19	PC/Conciliation
E-0044-0016-19	Final Investigation
E-0048-0017-19	Final Review
ED-0051-0001-19	Intermediate Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Final Review
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020

Case Listing for 2019

E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Final Investigation
H-0099-0030-19	PC/Conciliation
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Final Review
H-0110-0033-19	Initial Review / Screening
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Mediation
E-0114-0037-19	Mediation
E-0115-0038-19	Initial Investigation (2)
E-0118-0039-19	Mediation
E-0122-0042-19	Initial Investigation (2)
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Mediation
E-0133-0047-19	Initial Investigation (2)
E-0136-0048-19	Mediation
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening
ED-0142-0003-19	Initial Investigation (2)
E-0145-0051-19	Initial Investigation (2)
E-0146-0052-19	Mediation
PA-0148-0011-19	Mediation
PA-0149-0012-19	Mediation
H-0151-0039-19	Initial Investigation
E-0152-0054-19	Initial Investigation (2)
H-0153-0040-19	Mediation
H-0154-0041-19	Initial Review / Screening
E-0155-0055-19	Initial Investigation
E-0156-0056-19	Mediation
PA-0158-0013-19	Initial Review / Screening



CASE STATUS REPORT

Monthly Summary

January 01 , 2020 THRU January 31 , 2020



Case Listing for 2019

ED-0159-0004-19	Initial Review / Screening
ED-0160-0005-19	Mediation
H-0161-0042-19	Initial Investigation
E-0163-0058-19	Mediation
E-0164-0059-19	Mediation
H-0165-0044-19	Initial Review / Screening
NJR-0167-0043-19	Initial Review / Screening
E-0168-0060-19	Mediation
E-0169-0061-19	Initial Review / Screening

Case Listing for 2020

E-0001-0001-20	Initial Review / Screening
E-0002-0002-20	Initial Review / Screening
E-0003-0003-20	Initial Review / Screening
NJR-0004-0001-20	Initial Review / Screening
ED-0005-0001-20	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report February 2020

ATTACHMENTS:

Type	Description
▯ Cover Memo	Director's Report February 2020

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 10:27 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR February 2020

I. CASE STATUS

1. No “right to sue” letters were issued in the month of February.
2. Two cases settled in mediation in the month of February. One public accommodations case involving allegations of disability discrimination, failure to accommodate settled in mediation; this case settled for equitable relief and relief in the public interest. One employment case involving allegations of disability discrimination settled during the month of February for \$9500.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director attended Civil Service meeting.
2. Director met with Dr. Mara Adams and Dr. Jessica Roisen to discuss potential collaborations for community mediations.
3. Director worked on messaging for sexual harassment in housing.
4. Director created Conversations on Racial Equity and Media Bias presentations.
5. Director conducted Black History Month presentation.
6. Director conducted employment training pursuant to mediation settlement.
7. Director met with Human Resources.
8. Director and Housing Analyst met with community members to discuss affirmative action items to creating a more inclusive community.
9. Investigator and Housing Analyst attended a follow-up planning meeting with the Davenport Library on the upcoming presentations.
10. Director worked on case resolution documents.
11. Director and Housing Analyst worked on Fair Housing Month activities.
12. Housing Analyst and Investigator worked on education and outreach initiatives.
13. Housing Analyst attended Housing Cluster meeting.
14. Housing Analyst worked on investigations.
15. Housing Analyst worked on housing investigations.
16. Housing Analyst worked on housing inquiries.
17. Housing Analyst worked on case resolutions.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. FEPA Contract
4. ICRC Contract
5. Staffing

IV. NEW BUSINESS

1. HUD FHAP Update

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status February 2020

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status February 2020

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 10:27 AM



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

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

Overall total active informal complaints: 1

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	2
Housing	4
NJ EEOC Referral	1
Public Accommodation	2
Transit Title VI	0
Total	15

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

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	5	Pregnancy	0	Creed	0
Retaliation	6	Gender Identity	0	Mental Disability	3
Religion	0	Age under 40	0	Physical Disability	0
Sex	0	Retaliation-ADA	0	Familial Status	0
Sex Orientation	1	Color	1	Marital Status	1
				National Origin	1
				Race	10

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	8	Advertising	0	Fail To Hire	0
Negative Treatment	2	Accessibility	0	Harassment	1	Fail To Promote	0
Racial Harassment	1	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	0	Fail To Serve	2
Termination	5	Discipline	2	Fail to Accom/Mod	2		



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



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	1
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	2
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	0
No Probable Cause	4
Mediation Settlement	1
Jurisdiction waived	1
Fact do not support claim	1
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	2
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	14

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	0
NJ Referred to EEOC	2
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	2
No Probable Cause	4
Mediation Settlement	2
Jurisdiction waived	1
Fact do not support claim	1
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	3
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	19

Summary: Previous Open: 194 (+) New Open 15 (-) Closed 14 (=) Total Open 195

Probable Cause (Monthly) = 3 (Annual) = 3

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	11
Total number for year 2016	16
Total number for year 2017	38
Total number for year 2018	47
Total number for year 2019	65
Total number for year 2020	17
Total	195

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	20
Final Review	35
Final Investigation	19
Intermediate Investigation	19
Mediation	15
Mediation/Intermediate Invest.	0
Initial Investigation (3)	7
Initial Investigation (2)	63
Initial Investigation	5
Initial Review / Screening	11
Opened	0
Total	195



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	1.5	5
Total	1	1.5	5

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	2	4	8
Respondent Training	1	2	4
Total	3	6	12

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	6
Closed with resolution	2	3

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	4

Year to Date	
Resolution	Count
Monetary Settlement	2
No Resolution	6
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	9

Total monthly settlement amount: \$9,500.00

Total yearly settlement amount: \$11,000.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	0	IDHR	0	0
Other	0	0	HUD	0	0
Help Legal	0	0	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
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	0
Attorney Referral	0	0	Scott Cty & Cthouse	0	0
Landlord Association	0	0	Total	0	3



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
----------------	-----------------

Case Listing for 2015

E-0030-0014-15	PC/Conciliation
E-0051-0024-15	PC/Conciliation
E-0054-0026-15	PC/Conciliation
E-0076-0037-15	PC/Conciliation
E-0078-0039-15	Final Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

E-0031-0014-16	Final Review
E-0035-0017-16	PC/Conciliation
E-0040-0018-16	Intermediate Investigation
E-0053-0024-16	Final Investigation
E-0063-0027-16	Intermediate Investigation
E-0064-0028-16	Final Review
E-0072-0031-16	Final Review
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Final Review
E-0141-0070-16	Final Review

Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Final Investigation
E-0015-0011-17	Initial Investigation (2)
E-0022-0013-17	Final Investigation



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Case Listing for 2017

E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Final Investigation
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Intermediate Investigation
E-0062-0031-17	Intermediate Investigation
E-0063-0032-17	Intermediate Investigation
E-0064-0033-17	Final Review
E-0068-0035-17	Final Investigation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0075-0040-17	Final Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Final Investigation
E-0093-0048-17	Intermediate Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Intermediate Investigation
PA-0108-0014-17	Final Review
E-0117-0057-17	Final Review
E-0121-0061-17	Final Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Intermediate Investigation
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Final Review
E-0131-0070-17	Final Review
E-0143-0075-17	Final Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Case Listing for 2018

E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Final Review
PA-0015-0001-18	Initial Investigation (2)
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)
E-0038-0021-18	Final Review
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-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	Intermediate Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Intermediate Investigation
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Intermediate Investigation
PA-0100-0013-18	Final Review
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (3)
E-0110-0052-18	Initial Investigation (2)
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Case Listing for 2018

E-0115-0055-18	Initial Investigation (2)
E-0116-0056-18	Initial Investigation (2)
E-0117-0057-18	Initial Investigation (2)
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	PC/Conciliation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
H-0005-0002-19	PC/Conciliation
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Intermediate Investigation
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	PC/Conciliation
E-0024-0008-19	Final Investigation
E-0027-0010-19	Final Investigation
E-0032-0014-19	Final Investigation
H-0035-0008-19	PC/Conciliation
H-0038-0009-19	PC/Conciliation
H-0043-0010-19	PC/Conciliation
E-0044-0016-19	Final Investigation
E-0048-0017-19	Final Review
ED-0051-0001-19	Intermediate Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Final Review
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Initial Investigation (2)
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Case Listing for 2019

E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
H-0097-0028-19	Final Review
H-0099-0030-19	PC/Conciliation
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Final Review
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Mediation
E-0115-0038-19	Initial Investigation (2)
E-0118-0039-19	Initial Investigation (2)
E-0122-0042-19	Initial Investigation (2)
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation (2)
E-0133-0047-19	Initial Investigation (2)
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening
ED-0142-0003-19	Initial Investigation (2)
E-0145-0051-19	Initial Investigation (2)
E-0146-0052-19	Initial Investigation (2)
PA-0149-0012-19	Mediation
H-0151-0039-19	Initial Investigation
E-0152-0054-19	Initial Investigation (2)
H-0153-0040-19	Initial Investigation (3)
E-0155-0055-19	Mediation
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Mediation
ED-0160-0005-19	Mediation
H-0161-0042-19	Initial Investigation
E-0163-0058-19	Mediation
E-0164-0059-19	Mediation
H-0165-0044-19	Initial Review / Screening
E-0168-0060-19	Initial Investigation (2)
E-0169-0061-19	Mediation



CASE STATUS REPORT

Monthly Summary

February 01 , 2020 THRU February 29 , 2020



Case Listing for 2020

E-0001-0001-20	Initial Investigation (2)
E-0002-0002-20	Mediation
ED-0005-0001-20	Mediation
H-0006-0001-20	Initial Investigation
H-0007-0002-20	Initial Investigation (2)
E-0008-0004-20	Mediation
E-0009-0005-20	Mediation
ED-0011-0002-20	Mediation
E-0012-0006-20	Initial Investigation
PA-0013-0001-20	Initial Review / Screening
E-0014-0007-20	Initial Review / Screening
H-0015-0003-20	Initial Review / Screening
H-0016-0004-20	Initial Review / Screening
ED-0017-0003-20	Initial Review / Screening
E-0018-0008-20	Initial Review / Screening
E-0019-0009-20	Initial Review / Screening
PA-0020-0002-20	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0087-0043-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:43 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0100-0047-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:43 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0102-0049-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:44 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0054-0026-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:44 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0101-0048-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:45 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0035-0017-16

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:45 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0094-0044-16

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:46 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
H-0035-0008-19

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:46 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
H-0023-0007-19

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:46 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0122-0060-18

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 10:11 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Application for Interlocutory Review

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:41 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Attorney's Fees

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:42 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Meeting Location

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:48 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
HUD PAR

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:49 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Evaluation

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:50 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Wage Increase

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:54 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
ICRC Contract

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:54 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	3/9/2020 - 9:55 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	3/9/2020 - 9:55 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	3/9/2020 - 9:56 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Email Format

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:56 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
February 4, 2019 Resolution

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	3/9/2020 - 9:56 AM