

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, FEBRUARY 12, 2019; 12:00 PM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. December Minutes

B. January 4, Special Meeting

IV. Directors Report

A. December Directors Report 2018

B. December 2018 Case Status Report

C. Case Status Report January 2019

D. January 2019 Director's Report

V. New Business

A. E-0038-0017-15

VI. Old Business

A. Meeting Format

VII. Public Comment and Presentation

VIII. Closed Session Pursuant to Iowa Code §21.5(1)(c) and Iowa Code §21.5(1)(f)

A. Administrative Appeal Case ED-0109-0002-14

B. E-0038-0017-15

IX. Adjourn and Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
December Minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	December 2018 minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/24/2019 - 1:42 PM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
January 08, 2019
Minutes of Regular Meeting of December 11, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:03 pm, Tuesday, December 11, 2018 in the first-floor conference room at the Davenport City Hall. Commissioner Susie Greenwalt presided.

A quorum was present.

Commissioners Present

Nicole Briebriesco-Ledger
Shylee Garrett
Susie Greenwalt
Helen Roberson
Judy Shawver

Commissioners Absent

Ben Hahn
Clyde Mayfield

Other(s) Present

Latrice Lacey

Approval of Agenda

Motion made by Judy Shawver, seconded by Shylee Garrett. The agenda was approved by all commission members present.

Approval of Minutes

Motion made by Helen Roberson, seconded by Judy Shawver. Minutes approved by all commission members present.

Director's Report

- No "right to sue" letters issued for the month of November 2018.
- One case settled in mediation involving allegations of race discrimination and retaliation.
- Director Lacey gave a brief report on all the various activities that she participated in during the month of November 2018.
- The DCRC is understaffed in that there is only one investigator to handle complaints involving employment, public accommodation, credit and education.

Motion to accept the Director's report made by Judy Shawver, seconded by Nicole Briebriesco-Ledger.

New Business

Election of new officers:

A motion was made by Helen Roberson, seconded by Shylee Garrett to elect Nicole Briebriesco-Ledger as the new chairperson to replace Susie Greenwalt if she was no longer serving on the Commission. The vote was unanimous, motion carried.

A motion was made by Shylee Garrett and seconded by Nicole Briebriesco-Ledger to elect Judy Shawver as the new recording secretary to replace Helen Roberson if she was no longer serving on the Commission. Vote was unanimous, motion carried.

A motion was made by Judy Shawver and seconded by Nicole Briebriesco-Ledger to elect Shylee Garrett as the media spokesperson if Susie Greenwalt was no longer serving on the Commission. Vote was unanimous, motion carried.

Old Business

Mayor Frank Klipsch informed commissioners Susie Greenwalt, Clyde Mayfield, and Helen Roberson that they would not be reappointed to the Commission. They would be replaced by three new appointees.

City of Davenport does not have the ability to see weekly financial reports. It was suggested that someone from the Finance Department should come and speak with DCRC in February 2019 to:

- Help with interpreting the financial report
- Explain how budgets are assigned
- Explain how budgets are evaluated
- Explain how DCRC could increase staffing to handle investigations in a more expedient manner

Public Comment

None

Adjournment

Meeting adjourned 1:19pm. Motion made by Helen Roberson, seconded Judy Shawver.

The next meeting scheduled for Davenport Civil Rights Commission: February 12, 2019

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
January 4, Special Meeting

ATTACHMENTS:

Type	Description
▯ Cover Memo	FEBRUARY 4, 2019 special minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/11/2019 - 11:10 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Special Meeting
February 4, 2019

The Davenport Civil Rights Commission (DCRC) met at 5:03 p.m. Monday, February 4, 2019, 2018, in the first floor conference room at the Davenport City Hall. Commissioner Susie Greenwalt presided.

COMMISSIONERS PRESENT:

Susie Greenwalt
Judy Shawver
Clyde Mayfield
Nicole Bribriesco Ledger
Shylee Garrett
Ben Hahn
Helen Roberson

COMMISSIONERS ABSENT:

none

OTHER PERSONS PRESENT:

Director, Latrice Lacey
Randy Moore
Lee Gaston
Alex Barnett, Attorney for Palmer School of Chiropractic, Lane and Waterman
Brian Heyer, City Attorney
Michael Meloy, Commission Attorney

Approval of Agenda

Nicole Bribriesco Ledger moved the agenda be approved, seconded by Susie Greenwalt, motion passed. Ben Hahn moved that "Public Comment" be added to the agenda, which was seconded by Nicole Bribriesco Ledger and passed.

New Business

None

Public Comment

Lee Gaston questioned who had called the special meeting and there was a discussion about whether he and Randy Moore were attending as Commissioners, having been recently appointed

by the Mayor. Brian Heyer stated there was no basis for questioning the validity of the Mayor's recent appointments and wanted to know the reason for going into closed session. Director Lacey reported requesting on several occasions a memo from the City's legal department setting forth the legal basis for whether the appointments were valid, and reported only receiving a stated conclusion that the appointments are valid with no legal rationale. Mr. Heyer stated that the City of Davenport's Legal Department is the Commission's legal representation and that the Commission is obligated to rely on its interpretation. This was refuted by Commissioner Hahn. Mr. Heyer threatened the commissioners with a fine should they go into closed session, in spite of the stated statutory authorization to do so as set forth in the agenda and without knowing any specifics. There was a discussion among Commissioners with input from Director Lacey regarding the City ordinance which provides that the Mayor shall appoint Civil Rights Commissioners only in the event of a vacancy, there being none - as the three commissioners whose terms recently expired have all elected to hold over. The Commission's counsel advised them that they had the authority to enter into closed session, despite Mr. Heyer's threat of fine. Mr. Heyer questioned the Commission's authority to contract with an outside attorney and requested a copy of the Commission's contract between the Commission and Mr. Meloy for legal services.

On Motion by Commissioner Nicole Briebiesco Ledger and 2nd by Helen Roberson the Commission went into closed session pursuant to Iowa Code Section 21.5(1)(c) with the following Commissioners present voting yes: Nicole Briebiesco Ledger, Helen Roberson, Judy Shawver, Susie Greenwalt, Clyde Mayfield, Shylee Garrett and Ben Hahn voting no.

Reconvening in Open Session:

On Motion by Commissioner Nicole Briebiesco Ledger and 2nd by Helen Roberson and all Commissioners present voting: Clyde Mayfield, yes; Judy Shawver, yes; Susie Greenwalt, yes; Ben Hahn, yes; Shylee Garrett, yes; Nicole Briebiesco Ledger, yes ; Helen Roberson, yes, the Commission reconvened in open session at 6:29 p.m.

After discussion Clyde Mayfield moved and Helen Roberson 2nd that the following Resolutions be adopted:

Davenport Civil Rights Commission Resolution

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

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

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

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

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

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

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

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

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

All commissions present voting yes, the Resolution was adopted.

After motion to adjourn by Judy Shawver and second by Susie Greenwalt, the meeting was adjourned at 6:38 pm

The next meeting scheduled for Davenport Civil Rights Commission is February 12, 2019

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
December Directors Report 2018

ATTACHMENTS:

Type	Description
▢ Cover Memo	December Director Report 2018

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/24/2019 - 1:43 PM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
December 2018**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of December.
2. During the month of December one case settled in mediation. The case involved allegations of race discrimination and retaliation, the case settled for \$1,500.00 and relief in the public interest. Two cases settled in conciliation during the month of December, the cases involved allegations of race discrimination and retaliation, the cases settled for \$20,000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director met with Commissioners to conduct training on procedures for public hearing.
2. Director attended EEOC training on systemic cases.
3. Director and staff met with Finance on budget.
4. Director worked with a Respondent to establish terms for an employment conciliation agreement.
5. Director met with community member relating to ADA compliance.
6. Director attended civil service meeting.
7. Director worked on Martin Luther King Jr. presentation.
8. Director worked on Black History Month presentation.
9. Director worked with community members regarding Continuing Courageous Conversations.
10. DCRC and participant of Race: the Power of an Illusion Learning Exchange and Continuing Courageous Conversations met to discuss upcoming collaborative opportunities.
11. Housing Analyst worked on training.
12. Housing Analyst and Director reviewed newest zoning ordinance.
13. Housing Analyst worked on intakes and case investigations.
14. Investigative Paralegal worked on investigations.
15. Director and Secretary attended meeting regarding new Boards and Commission Operating Procedures.

III. OLD BUSINESS

1. Walking Tour

IV. NEW BUSINESS

1. Courageous Conversations
2. Martin Luther King Jr. Presentation

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
December 2018 Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	December 2018 Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/24/2019 - 1:44 PM



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	3	3
Total	3	3

Year to Date		
Area	Filed	Closed
Housing	11	11
Total	11	11

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	1
Housing	4
NJ EEOC Referral	5
Public Accommodation	0
Transit Title VI	0
Total	16

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	1
NJ EEOC Referral	1
Public Accommodation	3
Transit Title VI	1
Total	9

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	4	Gender Identity	1	Mental Disability	2
Religion	0	Age under 40	0	Physical Disability	5
Sex	7	Retaliation-ADA	0	Familial Status	2
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	1
				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	4	Accessibility	0	Harassment	3	Fail To Promote	1
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	2
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	6	Discipline	2	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	5
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	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	0
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	9

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	6
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	4
NJ Referred to EEOC	16
Insufficient # employees	0
No Basis	9
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	3
Right to sue letter issued	2
No Probable Cause	11
Mediation Settlement	25
Jurisdiction waived	6
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	5
Complaint Withdrawn/Duplicate	4
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	94

Summary: Previous Open: 171 (+) New Open 16 (-) Closed 9 (=) Total Open 178

Probable Cause (Monthly) = 0 (Annual) = 4

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	17
Total number for year 2016	30
Total number for year 2017	49
Total number for year 2018	79
Total	178

Complaint By Status	
Status	Count
Initial Investigation (3)	6
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	0
PC/Conciliation	1
Final Review	41
Final Investigation	2
Intermediate Investigation	19
Mediation	12
Mediation/Intermediate Invest.	0
Initial Investigation (2)	72
Initial Investigation	11
Initial Review / Screening	12
Opened	0
Total	178



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
GenAge	8	9	119
Community	13	206	641
Respondent Training	3	7.5	8
Total	24	222.5	768

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	21
Closed with resolution	3	33

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	1
Policy Change	1
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	24
No Resolution	21
Reinstatement	0
Specific Performance	7
Policy Change	2
Training	0
Total	54

Total monthly settlement amount: \$21,500.00

Total yearly settlement amount: \$213,283.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	16	IDHR	0	2
Other	0	9	HUD	0	3
Help Legal	1	12	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	6
EEOC	0	0	Other City Departments	0	12
Bettendorf Human	0	0	DPD Internal Affairs	0	1
US Dept of Labor	2	10	Attorney Disciplinary Office	0	2
Attorney Referral	1	16	Scott Cty & Cthouse	1	1
Landlord Association	0	0	Total	6	90



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

Case Listing for 2015

E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Public Hearing Decision Pending
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	Final Review
E-0103-0050-15	Final Review
ED-0118-0002-15	Final Review
PA-0119-0019-15	Final Review
PA-0133-0025-15	Final Review
E-0143-0067-15	Final Review

Case Listing for 2016

E-0015-0004-16	PC/Conciliation
E-0022-0008-16	Final Review
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	Intermediate Investigation
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
E-0084-0038-16	Final Review



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Case Listing for 2016

E-0085-0039-16	Final Review
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Final Review
PA-0098-0009-16	Initial Investigation (2)
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-0120-0056-16	Final Investigation
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	Final Review
E-0009-0007-17	Final Review
PA-0011-0001-17	Intermediate Investigation
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	Intermediate Investigation
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Intermediate Investigation
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Initial Investigation (3)
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)



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Case Listing for 2017

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	Intermediate Investigation
E-0084-0044-17	Initial Investigation
E-0085-0045-17	Initial Investigation (2)
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Mediation
H-0095-0011-17	Initial Investigation (2)
E-0096-0049-17	Final Investigation
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Intermediate Investigation
E-0117-0057-17	Final Review
E-0119-0059-17	Initial Investigation (2)
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Initial Investigation (2)
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 (2)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Initial Investigation (2)
E-0014-0009-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Page: 7

Case Listing for 2018

PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	Initial Investigation (2)
E-0021-0010-18	Initial Investigation (2)
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	Initial Investigation (2)
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Initial Investigation (2)
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Final Review
H-0062-0008-18	Initial Investigation (2)
E-0063-0031-18	Initial Investigation (2)
H-0067-0009-18	Initial Investigation (2)
H-0068-0010-18	Initial Investigation (2)
H-0069-0011-18	Initial Investigation (2)
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-0084-0041-18	Mediation
E-0085-0042-18	Initial Investigation (3)
PA-0086-0012-18	Mediation
ED-0087-0003-18	Mediation
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
H-0090-0014-18	Mediation



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Case Listing for 2018

E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Mediation
E-0095-0046-18	Mediation
E-0096-0047-18	Initial Investigation (2)
E-0099-0049-18	Mediation
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	Initial Investigation
E-0104-0050-18	Mediation
PA-0105-0015-18	Mediation
PA-0106-0016-18	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
E-0116-0056-18	Initial Investigation (2)
E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Initial Investigation
E-0120-0059-18	Mediation
H-0121-0016-18	Initial Investigation
E-0122-0060-18	Initial Investigation
E-0123-0061-18	Initial Investigation
NJR-0124-0019-18	Initial Review / Screening
E-0125-0062-18	Initial Review / Screening
E-0126-0063-18	Initial Investigation
NJR-0127-0020-18	Initial Review / Screening
NJR-0128-0021-18	Initial Review / Screening
NJR-0129-0022-18	Initial Review / Screening
NJR-0130-0023-18	Initial Review / Screening
E-0131-0064-18	Initial Review / Screening
H-0132-0017-18	Initial Review / Screening
H-0133-0018-18	Initial Review / Screening
H-0134-0019-18	Initial Review / Screening
ED-0135-0005-18	Initial Review / Screening
E-0136-0065-18	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report January 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	January 2019 Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/11/2019 - 11:07 AM



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	2	2
Total	2	2

Year to Date		
Area	Filed	Closed
Housing	2	2
Total	2	2

Overall total active informal complaints: 0

Formal Case Information Identified this Month

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

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

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	4	Pregnancy	0	Creed	2
Retaliation	6	Gender Identity	0	Mental Disability	2
Religion	2	Age under 40	0	Physical Disability	2
Sex	1	Retaliation-ADA	0	Familial Status	1
Sex Orientation	2	Color	2	Marital Status	1
				National Origin	0
				Race	11

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	9	Advertising	0	Fail To Hire	1
Negative Treatment	3	Accessibility	0	Harassment	0	Fail To Promote	0
Racial Harassment	2	Fail to Lend/Appraise	0	Eviction	2	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	2	Discipline	2	Fail to Accom/Mod	2		



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	1
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	2
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	0
Mediation Settlement	4
Jurisdiction waived	1
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	11

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	0
Prima Facia not met	0
Outside geographical jurisdiction	2
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	0
Mediation Settlement	4
Jurisdiction waived	1
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	11

Summary: Previous Open: 178 (+) New Open 15 (-) Closed 11 (=) Total Open 182

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

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	17
Total number for year 2016	30
Total number for year 2017	47
Total number for year 2018	72
Total number for year 2019	13
Total	182

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	0
PC/Conciliation	1
Final Review	45
Final Investigation	1
Intermediate Investigation	21
Mediation	8
Mediation/Intermediate Invest.	0
Initial Investigation (3)	5
Initial Investigation (2)	70
Initial Investigation	10
Initial Review / Screening	19
Opened	0
Total	182



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 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
Total	0	0	0

Mediation and Settlement Information

Mediation & Settlement

	Month	YTD
Held with no resolution	0	0
Closed with resolution	4	4

Monthly

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

Year to Date

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

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$0.00

Referrals

Referral Distribution

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



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

Case Listing for 2015

E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Public Hearing Decision Pending
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	Final Review
E-0103-0050-15	Final Review
ED-0118-0002-15	Final Review
PA-0119-0019-15	Final Review
PA-0133-0025-15	Final Review
E-0143-0067-15	Final Review

Case Listing for 2016

E-0015-0004-16	PC/Conciliation
E-0022-0008-16	Final Review
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	Intermediate Investigation
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
E-0084-0038-16	Final Review



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



Case Listing for 2016

E-0085-0039-16	Final Review
PA-0089-0008-16	Initial Investigation (2)
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-0120-0056-16	Final Review
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	Final Review
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	Intermediate Investigation
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Intermediate Investigation
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)



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



Case Listing for 2017

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	Intermediate Investigation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Mediation
H-0095-0011-17	Initial Investigation (2)
E-0096-0049-17	Final Investigation
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Intermediate Investigation
E-0117-0057-17	Final Review
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Intermediate 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 (2)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Initial Investigation (2)
E-0014-0009-18	Initial Investigation (2)
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



Case Listing for 2018

E-0021-0010-18	Initial Investigation (2)
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	Initial Investigation (2)
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Intermediate Investigation
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Final Review
H-0062-0008-18	Initial Investigation (2)
E-0063-0031-18	Initial Investigation (2)
H-0067-0009-18	Initial Investigation (2)
H-0068-0010-18	Initial Investigation (2)
H-0069-0011-18	Initial Investigation (2)
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)



CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



Case Listing for 2018

H-0102-0015-18	Initial Investigation
E-0104-0050-18	Mediation
PA-0106-0016-18	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	Mediation
H-0121-0016-18	Initial Investigation
E-0122-0060-18	Intermediate Investigation
E-0123-0061-18	Mediation
E-0125-0062-18	Initial Investigation
E-0126-0063-18	Initial Investigation
NJR-0127-0020-18	Initial Review / Screening
NJR-0128-0021-18	Initial Review / Screening
NJR-0129-0022-18	Initial Review / Screening
E-0131-0064-18	Initial Investigation
H-0132-0017-18	Initial Review / Screening
H-0133-0018-18	Initial Review / Screening
H-0134-0019-18	Initial Review / Screening
ED-0135-0005-18	Initial Review / Screening
E-0136-0065-18	Initial Investigation

Case Listing for 2019

E-0002-0001-19	Mediation
E-0004-0002-19	Initial Review / Screening
H-0005-0002-19	Initial Review / Screening
NJR-0006-0002-19	Initial Review / Screening
PA-0007-0001-19	Initial Review / Screening
E-0008-0003-19	Initial Review / Screening
NJR-0009-0003-19	Initial Review / Screening
E-0010-0004-19	Initial Review / Screening
E-0011-0005-19	Initial Review / Screening
NJR-0012-0004-19	Initial Review / Screening



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

CASE STATUS REPORT

Monthly Summary

January 01 , 2019 THRU January 31 , 2019



City of Davenport

Page: 9

Case Listing for 2019

H-0013-0003-19	Initial Review / Screening
NJR-0014-0005-19	Initial Review / Screening
H-0015-0004-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
January 2019 Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's January 2019 Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/11/2019 - 11:11 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR January 2019

I. CASE STATUS

1. No “right to sue” letters were issued in the month of January.
2. During the month of January four cases settled in mediation. Two employment cases settled during the month of January. One case involved allegations of race discrimination, the case settled for reinstatement and relief in the public interest. One case involved allegations of sex discrimination, this case settled for relief in the public interest. One housing case settled in mediation during the month of January, the case involved allegations of race discrimination relating to a criminal back ground practice, the case settled for relief in the public interest. One public accommodations case settled during the month of the January, this case involved allegations of discrimination on the basis of national origin.

II. OTHER ACTIVITY

1. Director met with community member to plan upcoming Courageous Conversations.
2. Director co-led a Courageous Conversation for staff at St. Ambrose University.
3. Director reviewed issues relating to pending litigation and prepared memorandum for the Commission.
4. Director conducted Landlord Education Assistance Program (LEAP) training.
5. Director met with Iowa League of Civil and Human Rights Agencies.
6. Director and Housing Analyst participated in a community outreach and education planning meeting to work on creating stronger neighborhoods.
7. Director and Housing Analyst attended four housing appeal hearings.
8. Director attended civil service meeting.
9. Director worked on Martin Luther King Jr. presentation.
10. Director worked on Black History Month presentation.
11. Director worked with community members regarding Continuing Courageous Conversations.
12. DCRC and participant of Race: the Power of an Illusion Learning Exchange and Continuing Courageous Conversations met to discuss upcoming collaborative opportunities.
13. Housing Analyst worked on investigations.
14. Housing Analyst worked on housing inquiries.
15. Housing Analyst prepared and submitted HUD Quarterly Report for 10/1/18-12/31/18 Reporting Period.
16. Housing Analyst researched sovereign citizens and searched for case law on topic for intake.
17. Housing Analyst met with community members regarding housing issues.
18. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

IV. NEW BUSINESS

1. DCAP
2. Black History Month Presentation

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0038-0017-15

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/24/2019 - 1:45 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Meeting Format

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/1/2019 - 2:08 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Administrative Appeal Case ED-0109-0002-14

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/24/2019 - 1:45 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0038-0017-15

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/11/2019 - 11:05 AM