

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, FEBRUARY 8, 2022; 12:00 PM

REGULAR MEETING VIA ZOOM

AMID CONCERNS ABOUT THE SPREAD OF COVID-19 (CORONAVIRUS) WITHIN OUR COMMUNITY, AS AN ONGOING MITIGATION MEASURE, IN COMPLIANCE WITH CDC RECOMMENDATIONS, THE COMMISSION WILL HOST ITS NEXT MONTHLY MEETING, SCHEDULED FOR FEBRUARY 8, 2022 AT NOON THROUGH A VIRTUAL FORMAT. THIS ACTION HAS BEEN TAKEN DUE TO SAFETY CONCERNS ASSOCIATED WITH COVID-19. THE HEALTH AND SAFETY OF COMMUNITY MEMBERS, VISITORS, CUSTOMERS AND OUR STAFF AT THE DAVENPORT CIVIL RIGHTS COMMISSION IS ALWAYS A TOP PRIORITY. IT IS WITH THIS IN MIND THAT WE HAVE TAKEN THIS STEP TO MITIGATE THE POSSIBILITY OF COMMUNITY TRANSMISSION. IF YOU WOULD LIKE TO SIGN UP TO ATTEND OUR NEXT MEETING, PLEASE REGISTER IN ADVANCE FOR THIS MEETING- YOU WILL FIND THE LINK IN THE AGENDA UNDER ROLL CALL. AFTER REGISTERING, YOU WILL RECEIVE A CONFIRMATION EMAIL CONTAINING INFORMATION ABOUT JOINING THE MEETING.

I. Roll Call

A. Zoom meeting

[https://us02web.zoom.us/j/84869608008?
pwd=MUhuMUNSunp4WIZndk9tbXZiMIY1UT09](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSunp4WIZndk9tbXZiMIY1UT09)

II. Approval of Agenda

III. Approval of Minutes

A. Minutes January 11, 2022

IV. Directors Report

A. Case Status Report January 2022

B. Directors Report January 2022

V. New Business

A. Annual Report

B. ED-0118-0002-15

VI. Old Business

A. Commissioner Training

B. Mediation Team Update

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Zoom meeting

<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09>

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 10:24 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes January 11, 2022

ATTACHMENTS:

Type	Description
▯ Cover Memo	Minutes January 11, 2022

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 9:43 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
January 11, 2022

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, January 11, 2022, online using Zoom. Commission Chair Michael Guster, presided.

COMMISSIONERS PRESENT:

Ethelene Boyd
Michael Guster
Andrew Lopez
Richard Pokora
Charlene Upchurch-Taylor
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Director Latrice Lacey
Angela Fritz Reyes
Wendy Meyer
City of Davenport
5633267744

AGENDA

A motion was made by Commissioner Boyd to approve the agenda, it was seconded by Commissioner Lopez. All commissioners voted yes.

APPROVAL OF MINUTES

On motion by Commissioner Transou, 2nd by Commissioner Boyd, the minutes of the amended regular meeting minutes of the November 9, 2021 meeting were approved. All Commissioners voted yes.

On motion by Commissioner Upchurch-Taylor, 2nd by Commissioner Boyd, the minutes of the regular meeting of December 14, 2021 were approved. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters issued for the month of December. Director Lacey stated one transit case was settled in mediation in December, and one employment case was settled in conciliation. The Director stated she worked on developing CLE on the impact of bias on credibility determinations in legal proceedings. The Director continued to monitor COVID-19 rates and its impact on office functions. The Director and

Housing Analyst worked on planning housing related outreach and education events, they also worked on researching federal funding opportunities.

On motion of Commissioner Boyd, seconded by Commissioner Upchurch-Taylor, the report of the Director was received and approved for December 2021. All Commissioners voted yes.

NEW BUSINESS

A. ED-0118-0002-15

This is a contested case which was discussed briefly, as the Commission would be visiting this matter later in a closed session.

OLD BUSINESS

A. Commissioner Training

Director Lacey asked that discussion of this training be tabled until the February Commission meeting due to a new member that will be joining the Commission. All Commissioners approved.

B. Meeting Format

This was discussed briefly by the Commissioners as no one chose to have the Commission meetings changed in any way at this time.

PUBLIC COMMENT

Wendy Myers, attorney

Commissioner Transou shared a community event coming up at the Lulac Club on January 22nd & 23rd. A Multicultural Love Fest with performers, dancers, and speakers. 1-8 p.m. on the 22nd, and 1-5 p.m. on the 23rd. Event location is 4224 Ricker Hill Rd, Davenport, IA. Exotic dishes from many countries would also be available.

Commissioner Guster shared an event for Martin Luther King Jr. Day. It would be taking place at St. Ambrose on that day at 11 a.m.

CLOSED SESSION TO DISCUSS A CONTESTED CASE

At 12:26 o'clock pursuant to Iowa Code 21.5(1)(f) and upon motion by Commissioner Boyd, seconded by Commissioner Lopez and with all Commissioners, Boyd, Guster, Pokora, Lopez, Upchurch-Taylor, and Transou present and voting yes, the Commission moved into closed session to discuss the decision to be rendered in a contested case conducted according to the provisions of chapter 17A.

The Commission came back into open session at 1:05 p.m. A roll call was taken, all Commissioners were present.

Commissioner Pokora made a motion to approve the following statement/recommendation to send back to the Administrative Law Judge, it was seconded by Commissioner Upchurch-Taylor.

The Commission will remand the matter back to the trial judge (Administrative Law Judge), to include consideration of all 33 complaints that the Complainant is asking the judge to include in the exceptions to the proposed order.

A vote was then taken by all Commissioners present.

Ethelene Boyd	Yes
Michael Guster	Yes
Richard Pokora	Yes
Andrew Lopez	Yes
Charlene Upchurch-Taylor	Yes
Jeff Transou	Yes

All Commissioners voted yes to affirm the Commission's statement.

ADJOURN

At 1:12 p.m. a motion was made by Commissioner Lopez, seconded by Commissioner Upchurch-Taylor, to adjourn the meeting. All Commissioners voted yes.

NEXT MEETING

The next meeting of the Commission will be February 8, 2022 at 12:00 p.m.

Submitted by Jeff Transou, secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report January 2022

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report January 2022

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 9:47 AM



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022

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: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	3
NJ EEOC Referral	2
Public Accommodation	0
Transit Title VI	0
Total	10

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

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

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



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022



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	0
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	1
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	3

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	0
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	0
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	1
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	3

Summary: Previous Open: 191 (+) New Open 10 (-) Closed 3 (=) Total Open 198

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	3
Total number for year 2016	5
Total number for year 2017	26
Total number for year 2018	34
Total number for year 2019	40
Total number for year 2020	30
Total number for year 2021	50
Total number for year 2022	8
Total	197

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	2
PC/Conciliation	2
Final Review	33
Final Investigation	14
Intermediate Investigation	17
Mediation	7
Mediation/Intermediate Invest.	0
Initial Investigation (3)	5
Initial Investigation (2)	76
Initial Investigation	29
Initial Review / Screening	9
Opened	1
Total	197



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	2	91
Total	1	2	91

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	1	2	91
Total	1	2	91

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	0
Closed with resolution	1	1

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

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

Total monthly settlement amount: \$1,081.00

Total yearly settlement amount: \$1,081.00

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	0
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	0	0
Attorney Referral	0	0	Scott Cty & Cthouse	0	0
Landlord Association	0	0	Total	0	0



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
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Case Listing for 2015

E-0078-0039-15	Final Investigation
ED-0118-0002-15	Public Hearing Pending
PA-0133-0025-15	Public Hearing Pending

Case Listing for 2016

E-0053-0024-16	Final Investigation
PA-0089-0008-16	Final Investigation
E-0107-0050-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Final Review

Case Listing for 2017

PA-0011-0001-17	Final Review
E-0015-0011-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Final Review
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0062-0031-17	Intermediate 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 Review
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
E-0084-0044-17	Final Review
E-0093-0048-17	Final Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Final Investigation
PA-0108-0014-17	Final Review
E-0117-0057-17	Final Review
E-0124-0063-17	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022



Case Listing for 2017

E-0130-0069-17	Final Review
E-0131-0070-17	Final Review

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	Final Investigation
PA-0015-0001-18	Final Review
E-0021-0010-18	Initial Investigation (3)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0038-0021-18	Final Review
PA-0042-0005-18	PC/Conciliation
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-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (3)
E-0077-0036-18	Final Review
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Final Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Final Review
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Final Review
PA-0100-0013-18	Final Review
E-0108-0051-18	Final Review
E-0110-0052-18	PC/Conciliation
E-0120-0059-18	Final Investigation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022



Case Listing for 2019

E-0002-0001-19	Final Review
E-0010-0004-19	Final Review
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	Public Hearing Decision Pending
E-0024-0008-19	Final Review
ED-0051-0001-19	Intermediate Investigation
E-0061-0020-19	Initial Investigation (3)
E-0062-0021-19	Initial Investigation (2)
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	Initial Investigation (2)
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	Intermediate Investigation
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Final Review
E-0104-0032-19	Intermediate Investigation
E-0105-0033-19	Final Review
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Initial Investigation (2)
E-0115-0038-19	Intermediate Investigation
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation (2)
E-0133-0047-19	Final Investigation
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Intermediate Investigation
H-0139-0038-19	Initial Review / Screening
ED-0142-0003-19	Initial Investigation (2)
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Initial Investigation (2)
ED-0160-0005-19	Initial Investigation (2)
E-0163-0058-19	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022



Case Listing for 2019

H-0165-0044-19	Initial Review / Screening
E-0168-0060-19	Intermediate Investigation
E-0169-0061-19	Initial Investigation (2)

Case Listing for 2020

E-0001-0001-20	Initial Investigation (2)
E-0002-0002-20	Initial Investigation (2)
ED-0005-0001-20	Initial Investigation (2)
E-0008-0004-20	Initial Investigation (2)
E-0009-0005-20	Initial Investigation (2)
ED-0011-0002-20	Initial Investigation (2)
E-0012-0006-20	Initial Investigation (2)
H-0015-0003-20	Initial Review / Screening
ED-0017-0003-20	Initial Investigation (2)
E-0018-0008-20	Intermediate Investigation
E-0019-0009-20	Initial Investigation (2)
E-0021-0010-20	Initial Investigation (2)
E-0023-0011-20	Initial Investigation (2)
ED-0030-0005-20	Initial Investigation (2)
ED-0031-0006-20	Initial Investigation (2)
E-0032-0014-20	Initial Investigation (2)
ED-0035-0007-20	Initial Investigation (2)
E-0037-0016-20	Initial Investigation (2)
PA-0039-0004-20	Initial Investigation (2)
E-0046-0018-20	Intermediate Investigation
E-0049-0020-20	Initial Investigation (2)
E-0058-0021-20	Initial Investigation (2)
E-0060-0023-20	Initial Investigation (2)
E-0062-0024-20	Initial Investigation (2)
E-0067-0025-20	Initial Investigation (2)
E-0068-0026-20	Initial Investigation (2)
E-0069-0027-20	Initial Investigation (2)
E-0070-0028-20	Initial Investigation (2)
E-0074-0029-20	Initial Investigation (2)
E-0076-0030-20	Initial Investigation (2)

Case Listing for 2021

PA-0001-0001-21	Initial Investigation (2)
E-0002-0001-21	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022



Case Listing for 2021

ED-0012-0002-21	Initial Investigation (2)
E-0013-0008-21	Mediation
E-0018-0009-21	Initial Investigation (2)
E-0020-0010-21	Mediation
E-0021-0011-21	Initial Investigation (2)
E-0022-0012-21	Initial Investigation (2)
PA-0023-0002-21	Mediation
E-0024-0013-21	Initial Investigation (2)
E-0030-0017-21	Mediation
E-0034-0018-21	Initial Investigation (2)
ED-0037-0003-21	Initial Investigation
ED-0038-0004-21	Initial Investigation (2)
E-0040-0019-21	Initial Investigation
E-0045-0022-21	Initial Investigation
E-0048-0023-21	Initial Investigation
H-0050-0015-21	Final Review
E-0052-0024-21	Initial Investigation
H-0059-0021-21	Final Review
E-0060-0027-21	Initial Investigation
E-0061-0028-21	Initial Investigation
PA-0062-0006-21	Initial Investigation
PA-0063-0007-21	Initial Investigation
PA-0064-0008-21	Initial Investigation
E-0065-0029-21	Initial Investigation
E-0067-0030-21	Initial Investigation (2)
H-0069-0023-21	Final Investigation
H-0070-0024-21	Mediation
E-0071-0031-21	Initial Investigation
E-0074-0032-21	Initial Investigation
E-0076-0033-21	Initial Investigation
E-0077-0034-21	Initial Investigation
E-0078-0035-21	Intermediate Investigation
H-0080-0027-21	Intermediate Investigation
E-0081-0036-21	Initial Investigation (2)
E-0083-0037-21	Initial Investigation
ED-0084-0005-21	Initial Investigation
H-0086-0029-21	Initial Investigation



CASE STATUS REPORT

Monthly Summary

January 01 , 2022 THRU January 31 , 2022



Case Listing for 2021

E-0087-0039-21	Initial Investigation
E-0089-0040-21	Initial Investigation
E-0090-0041-21	Initial Investigation
E-0092-0042-21	Initial Investigation
E-0094-0043-21	Initial Investigation
E-0097-0045-21	Initial Investigation
E-0099-0046-21	Initial Investigation
TR-0100-0003-21	Mediation
E-0102-0048-21	Mediation
E-0103-0049-21	Initial Investigation
H-0104-0031-21	Initial Investigation

Case Listing for 2022

NJR-0001-0001-22	Initial Review / Screening
E-0002-0001-22	Initial Investigation
E-0003-0002-22	Initial Investigation
NJR-0004-0002-22	Initial Review / Screening
H-0005-0001-22	Initial Review / Screening
H-0006-0002-22	Opened
E-0007-0003-22	Initial Review / Screening
E-0008-0004-22	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report January 2022

ATTACHMENTS:

Type	Description
▢ Cover Memo	Directors Report January 2022

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 9:43 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
January 2022**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of January.
2. One housing case settled in mediation settled in the month of. The housing case involved allegations of race and disability discrimination. The Complainant in this case alleges the Respondent subjected them to different treatment because of their race and refused to accommodate their disability. The case settled for \$1018.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director facilitated and conducted CLE on the impact of bias on credibility determinations in legal proceedings.
2. Director worked on case processing documents.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director attended and participated in civil service appeal hearing.
5. Director continued to monitor COVID-19 rates and its impact on office functions.
6. Director worked on case resolution documents.
7. Director worked on litigation.
8. Director and Housing Analyst worked on developing housing related outreach and education events.
9. Director and Housing Analyst worked on topic development for the Anniversary Event.
10. Housing Analyst worked on investigations.
11. Housing Analyst worked on housing investigations.
12. Housing Analyst worked on housing inquiries.
13. Housing Analyst worked on case resolutions.
14. Civil Rights Specialist worked on case resolutions.
15. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Ongoing bullying/harassment Commission staff
2. Budget

IV. NEW BUSINESS

1. Annual Report

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Annual Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 8:23 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	2/7/2022 - 10:05 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commissioner Training

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 8:24 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Mediation Team Update

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	2/7/2022 - 10:00 AM