

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JANUARY 11, 2022; 12:00 PM

REGULAR MEETING VIA ZOOM- AMENDED

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 JANUARY 11, 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. Here is the link:
[https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09)
[pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09)

II. Approval of Agenda

III. Approval of Minutes

- A. Minutes November, 2021 Amended
- B. Minutes December 2021

IV. Directors Report

- A. Case Status Report December 2021
- B. Directors Report December 2021

V. New Business

- A. ED-0118-0002-15

VI. Old Business

- A. Commissioner Training
- B. Meeting Format

VII. Public Comment and Presentation

VIII. Closed Session pursuant to Iowa Code 21.5 (1)(f) to discuss contested case

A. ED-0118-0002-15

IX. Adjourn and Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:

Here is the link:

<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09>

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 10:50 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes November, 2021 Amended

ATTACHMENTS:

Type	Description
▢ Cover Memo	Minutes November 10 2020 Amended

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 10:40 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
November 9, 2021

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, November 9, 2021, online using Zoom. Commissioner Ruby Batimana, presided.

COMMISSIONERS PRESENT:

Ruby Batimana
Ethelene Boyd
Henry Karp
Richard Pokora
Janelle Swanberg
Jeff Transou

COMMISSIONERS ABSENT

Michael Guster

OTHER PERSONS PRESENT:

Director Latrice Lacey
Others from the community

AGENDA

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

APPROVAL OF MINUTES

On motion by Commissioner Swanberg, 2nd by Commissioner Transou, the minutes of the October regular meeting were approved. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters in October. Director Lacey stated that two housing cases were settled. Director Lacey stated there were procedures being worked on for an EEOC outreach proposal. She stated she continues to monitor Covid 19. Director Lacey stated as for community training, she is waiting to see who will be on the Commission first to see the availability for a doodle poll. It was learned that there would be vacancies at the end of November, as Commissioners Swanberg, Batimana, and Karp would not be returning.

On motion of Commissioner Swanberg, seconded by Commissioner Boyd, the report of the Director was received and approved for September and October. All Commissioners voted yes.

NEW BUSINESS

A. E-0068-0035-17

Director Lacey stated this was an employment discrimination case where the complainant stated co-workers, and her supervisor created a hostile working environment by gossiping about her disability status, perceived disabilities and sexual activity in the workplace. The Complainant further alleged that when she complained about the behavior and the employer learned that her complaints were substantiated, the employer retaliated against her and subsequently terminated her employment. Director Lacey suggested that we not take the case to public

hearing and allow EEOC to attempt mediation in the next steps due to federal compliance implications within the case.

Commissioner Karp made a motion to not take this case, it was seconded by Commissioner Boyd. All Commissioners voted yes.

B. Finance Report

Discussion ensued of Commissioners Pokora, Boyd, and Guster, being on a commission for the budget. Commissioner Swanberg made a motion to table the report to the next meeting after there could be a discussion between those Commissioners, it was seconded by Commissioner Boyd. All Commissioners voted yes.

OLD BUSINESS

A. Commission Meeting Format

Commissioner Boyd made a motion that the Commission continue to meet on Zoom, it was seconded by Commissioner Transou. All Commissioners voted yes.

Commissioner Karp made a motion to have the Commission meet two times a month in a need to work out details so the meetings could be more focused, and that it should be placed on the December agenda. The motion was seconded by Commissioner Boyd. All Commissioners voted yes.

B. TITLE VI Coordinator Overview

Director Lacey stated this overview needs to be in a closed session. Commissioner Boyd made a motion to have the Coordinator overview in a closed session, it was seconded by Commissioner Karp. All Commissioners voted yes.

C. Commissioner Training

In a short discussion, Commissioners agreed we already discussed this earlier, and this should be worked on when the new Commissioners take their positions. All Commissioners voted yes.

D. Police Reforms Proposal Followup

Discussion was had of the ways the public can submit complaints. 1) Internal affairs, which goes to the police. 2) The Iowa Civil Rights Commission.

Commissioner Karp moved that the Commission is a legitimate place to make complaints to, and to make the public aware this is a legitimate option, and that the Commission engages in community outreach. Commissioner Transou seconded this statement. All Commissioners present voted yes.

E. Commissioner Communication Update

Commissioner Swanberg stated that a mediation team had met with Director Lacey, but that there was no more information currently.

PUBLIC COMMENT

Laura Rodriguez

ADJOURN

At 1:43 p.m. a motion was made by Commissioner Swanberg, seconded by Commissioner Transou, to adjourn the meeting. All Commissioners voted yes.

The next regular meeting is scheduled for December 14, 2021 at 12:00 p.m.

Submitted by Jeff Transou, secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes December 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Minutes December 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 10:51 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
December 14, 2021

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, December 14, 2021, online using Zoom. Commissioner Ethelene Boyd, presided over a new Commission. After the election of new Officers, Commission Chair Michael Guster presided over the rest of today's meeting.

COMMISSIONERS PRESENT:

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

COMMISSIONERS ABSENT

None

Commissioner Guster entered the meeting at 12:21p.m.

OTHER PERSONS PRESENT:

Director Latrice Lacey
Others from the community

INTRODUCTION OF NEW AND CURRENT MEMBERS

New Commissioners Andrew Lopez and Charlene Upchurch-Taylor introduced themselves, as well as current Commissioners Boyd, Pokora, and Transou.

AGENDA

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

APPROVAL OF MINUTES

Director Lacey pointed out a correction that needed to be made to section A under new business that she would get with Commission Secretary Transou to correct and that the minutes could be approved noting the correction needing to be made.

A motion was made by Commissioner Pokora, 2nd by Commissioner Transou, the minutes of the November, 2021 regular meeting were approved. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters in November. There were no cases settled in November. Director Lacey stated there was work being done for a CLE training on bias and credibility in January.

The Director stated that in the upcoming months she would be collaborating with the NAACP and the Iowa Association of Women Attorneys on training initiatives for the 60th Anniversary event the topic of these trainings would relate to the impact of culture differences/biases on the perception of one's credibility. The Director mentioned the Civil Rights Commission having their 60th anniversary date coming up on July 5th, 2022. Commissioner Boyd stated this would be a great time to showcase the Commission in a good light considering some of the past that hasn't always been the best, and stated she was excited about the upcoming anniversary. Commissioner Pokora stated he would volunteer to help, and Commissioner Lopez stated he could possibly provide a place to meet with catering, etc.

Director Lacey discussed that Covid positivity rates are still high with rather low vaccination rates.

Director Lacey stated we needed to follow up on the harassment issue and have more discussions on the budget. Commissioner Boyd discussed that those who were involved in discussions still want to have more in the future that are still involved in the Commission and City leaders as well.

A motion was made by Commissioner Upchurch-Taylor, seconded by Commissioner Lopez, to accept the Director's Report for November, 2021. All Commissioners voted yes.

NEW BUSINESS

A. New Commissioners Welcome and Introduction

At this time it was 12:21 p.m., and Commissioner Guster joined the meeting. Commissioner Boyd mentioned having the Mayor send letters to the former Commissioners to thank them for their service. Commissioner Pokora stated he thought that was a good idea. Director Lacey thought maybe the Mayor already does that but was unsure. At this time, Commissioner Boyd introduced Commissioner Guster to speak on his behalf of being a Commissioner and telling the new members about himself. Commissioner Guster then introduced himself to the new members and welcomed them to the Davenport Civil Rights Commission.

B. Election of Officers

A motion was made by Commissioner Pokora to keep Commissioner Transou as Commission Secretary, it was seconded by Commissioner Boyd. Commissioner Guster moved that the nominations be closed. All Commissioners voted yes to keep Commissioner Transou as Commission Secretary. The next step Commissioners took was to open the nominations for Commission Chair. Commissioner Pokora nominated Commissioner Boyd, Commissioner Guster nominated himself. Commissioner Boyd asked for all those in favor of Commissioner Boyd to say aye, Commissioner Pokora stated aye. Commissioner Boyd then stated for those favoring Commissioner Guster to say aye. All Commissioners voted aye except Commissioner Pokora. Commissioner Boyd then stated that Commissioner Guster was now the Commission Chair, and she handed the meeting over to newly elected Commission Chair Guster. Commissioner Guster then opened the floor for nominations for Vice Chair of the Commission. Commissioner Transou nominated Commissioner Boyd. There were no other nominations for Vice Chair. Commissioner Transou made a motion to close the nominations after no more responses. Commission Chair Guster called for a vote, all Commissioners voted aye, none opposed. Commissioner Boyd was then named the new Vice Chair of the Commission. The elections were then concluded by new

Commission Chair Guster. Commissioner Boyd mentioned the Commission had talked about possibly forming new positions if the Commission made new groups within it. Director Lacey described that further to clarify what Commissioner Boyd meant. Commissioner Guster stated this matter should be brought up for an agenda item most likely. It was decided among the

Commissioners to move along and let the new Commissioners observe the next couple meetings to see if we need to adjust to a bi-weekly meeting also or not.

C. Meeting Format

A motion was made by Commissioner Transou to continue having our meetings in the virtual Zoom format as it looks like the Corona Virus is going to continue to disrupt us, and it would save meeting time to look at this at a later date if we feel anything has changed. This motion was 2nd by Commissioner Boyd. All Commissioners voted yes, none opposed. It was stated by Commissioner Guster this would have to be put on the agenda to be changed. No motions were made when the Commission was asked about bi-weekly meetings.

D. E-0110-0052-18

Director Lacey stated this case is about race and disability issues. It involves one person, with no indication of a pattern. Director Lacey recommended we not take the case. Director Lacey explained to the new Commission members that we have limited public resources and that we try to take cases that will have a broader impact. Director Lacey then stated again and she recommended the Commission not take this case to a public hearing. Commissioner Boyd stated she agreed and made a motion for the Commission to not take the case, it was 2nd by Commissioner Upchurch-Taylor. Commissioner Guster asked if there were any questions about this case or the motion that was made. Commissioner Guster then asked the Commission to vote, all Commissioners voted yes, none were opposed. The motion passed.

OLD BUSINESS

A. Commissioner Training

Director Lacey stated she has one more appointment from the Mayor to be announced and so would like the Commission to table this business at this time. Commissioner Guster agreed and discussed it with the Commission. There was no opposition, and so this training and discussion of it was tabled until the next Commission meeting.

PUBLIC COMMENT and PRESENTATION

Commissioner Guster asked the public to be respectful. There was some background noise that the Commission heard but had no idea where it was coming from. Commissioner Guster stated he did not see anyone waiting to speak, and so public comment was closed.

CLOSED SESSION TO DISCUSS STRATEGY WITH COUNSEL

At 12:54 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, Transou, and Upchurch-Taylor) present and voting yes, the Commission moved into a closed session to discuss strategy with counsel.

The Commission came back into open session at 1:31 p.m. A roll call was taken, all Commissioners were present.

Commissioner Lopez made a motion to approve the following statement from the Commission, it was seconded by Commissioner Pokora.

We, the Commission, decline the proposed compromised resolution for the Iowa Public Information Board complaint, and will allow the process to proceed.

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 1:38p.m. a motion was made by Commissioner Upchurch-Taylor, seconded by Commissioner Boyd, to adjourn the meeting. All Commissioners voted yes.

NEXT MEETING

The next meeting of the Commission will be January 11, 2021, at 12:00 p.m.

Submitted by Jeff Transou, secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report December 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report December 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 10:25 AM



CASE STATUS REPORT

Monthly Summary

December 01 , 2021 THRU December 31 , 2021

Informal Case Information

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

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed		Areas Closed	
Area	Count	Area	Count
Credit	0	Credit	0
Employment	5	Employment	3
Education	0	Education	0
Housing	1	Housing	2
NJ EEOC Referral	0	NJ EEOC Referral	1
Public Accommodation	1	Public Accommodation	2
Transit Title VI	1	Transit Title VI	1
Total	8	Total	9

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

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



CASE STATUS REPORT

Monthly Summary

December 01 , 2021 THRU December 31 , 2021



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	2
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	0
Mediation Settlement	1
Jurisdiction waived	2
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	9

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	8
No Jurisdiction	
Statute of limitations	4
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	5
Insufficient # employees	0
No Basis	4
No Area	3
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	4
Right to sue letter issued	2
No Probable Cause	18
Mediation Settlement	4
Jurisdiction waived	7
Fact do not support claim	5
Does not warrant further actions	4
Conciliation	3
Complaint Withdrawn/Duplicate	4
Commission Final Decision	3
Conciliation Failed	1
Total Dispositions	82

Summary: Previous Open: 191 (+) New Open 8 (-) Closed 9 (=) Total Open 190

Probable Cause (Monthly) = 1 (Annual) = 6

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	51
Total	190

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	32
Final Investigation	16
Intermediate Investigation	12
Mediation	7
Mediation/Intermediate Invest.	0
Initial Investigation (3)	6
Initial Investigation (2)	78
Initial Investigation	26
Initial Review / Screening	6
Opened	1
Total	190



CASE STATUS REPORT

Monthly Summary

December 01 , 2021 THRU December 31 , 2021

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	10	74	316
School	1	2	15
Respondent Training	2	3.5	10
Total	13	79.5	341

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	1	8
Closed with resolution	1	9

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	8
No Resolution	8
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	17

Total monthly settlement amount: \$3,500.00

Total yearly settlement amount: \$72,769.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	4
Other	0	4	HUD	0	2
Help Legal	0	8	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
EEOC	1	3	Other City Departments	0	4
Bettendorf Human	0	0	DPD Internal Affairs	0	1
US Dept of Labor	0	1	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	1	41



CASE STATUS REPORT

Monthly Summary

December 01 , 2021 THRU December 31 , 2021



Status of Complaints by Number and Year

Case Listing for 2014

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

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

December 01 , 2021 THRU December 31 , 2021



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

December 01 , 2021 THRU December 31 , 2021



Page: 6

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	Initial Investigation (2)
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	Initial Investigation (2)
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

December 01 , 2021 THRU December 31 , 2021



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	Initial Investigation (3)
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

December 01 , 2021 THRU December 31 , 2021



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 Investigation
E-0052-0024-21	Initial Investigation
H-0059-0021-21	Final Investigation
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	Initial Investigation
H-0079-0026-21	Final Review
H-0080-0027-21	Mediation
E-0081-0036-21	Initial Investigation (2)
H-0082-0028-21	Mediation
E-0083-0037-21	Initial Investigation



CASE STATUS REPORT

Monthly Summary

December 01 , 2021 THRU December 31 , 2021



Case Listing for 2021

ED-0084-0005-21	Initial Investigation
H-0086-0029-21	Initial Investigation
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	Opened
E-0101-0047-21	Initial Review / Screening
E-0102-0048-21	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report December 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Directors Report December 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 10:50 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR December 2021

I. CASE STATUS

1. No “right to sue” letters were issued in the month of December.
2. One transit case settled in mediation settled in the month of December and one employment case settled in conciliation. The employment case involved allegations of race discrimination and wrongful termination. The Complainant in this case was accused of misconduct by members of staff outside of her protected class, and immediately terminated. The Complainant alleged that the Respondent considered the allegations of the other employees more credible, despite the lack of factual evidence to support the claims, because of the race of these employees. The case settled for \$3500.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked on developing 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 participated in public 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 attended civil service meeting.
9. Director and Housing Analyst worked on planning housing related outreach and education events.
10. Director and Housing Analyst worked on researching federal funding opportunities.
11. Housing Analyst worked on investigations.
12. Housing Analyst worked on housing investigations.
13. Housing Analyst worked on housing inquiries.
14. Housing Analyst worked on case resolutions.
15. Civil Rights Specialist worked on case resolutions.
16. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Ongoing bullying/harassment Commission staff
2. Budget
3. Anniversary Event

IV. NEW BUSINESS

- 1.

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	1/10/2022 - 11:19 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commissioner Training

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 10:50 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Meeting Format

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	1/10/2022 - 1:00 PM

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	1/10/2022 - 9:51 AM