

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JANUARY 9, 2018; 12:00 AM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. December meeting Minutes

IV. Directors Report

A. Director's report

B. Case Status Report

V. New Business

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
December meeting Minutes

ATTACHMENTS:

Type	Description
 Cover Memo	Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/8/2018 - 10:02 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
January 09, 2018
Minutes of Regular Meeting of December 12, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:11 pm, Tuesday, December 12, 2017 in the first-floor conference room at the Davenport City Hall. Director Latrice Lacey presided.

Commissioners Present

Susie Greenwalt
Clyde Mayfield
Judy Shawver
Helen Roberson

Commissioners Absent

Nicole Briebriesco

Other Person(s) Present

Devan Patel, QC Times
Gayle Haun

Approval of Agenda

Motion made by Judy Shawver, seconded by Susie Greenwalt. The agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Judy Shawver, seconded by Susie Greenwalt. Minutes approved by all commissioners present.

Director's Report

Case Status – Employment case filed based on sexual harassment settled in the amount of \$50,000. One Right to Sue letter was issued in November 2017.

QC Deaf Club Suggestion: Create cards to allow communication between the police and deaf/hard of hearing/non-verbal individuals when stopped by an officer; training for community to be created by police department; training for police department including updating the policy, will be collaboratively created by University of Iowa Law and Policy Clinic; QCDC and DIAA.

Director is working with ICASA and Love Girls Magazine to conduct training on sexual harassment.

Director is working with the Mayor's office on finalizing the pre-appointment screening process into place for considering new commissioners.

Motion to accept report made by Judy Shawver, seconded by Helen Roberson

New Business

None

Old Business

MEI Scoring – follow-up discussion on

Director reports that there are significant disparities in home ownership/rental/ income distribution of African Americans within the City of Davenport.

Updates on the 50th Anniversary celebration of fair housing.

Consideration of case # E-0038-0017-15 for public hearing. Employee was not offered the opportunity to be considered for a permanent position after complaining about sexual harassment. Motion was made by Clyde Mayfield and seconded by Helen Roberson to move forward with a public hearing.

Public Comment

Gayle Haun spoke regarding the temporary employee in case #E-0038-0017-15. Haun states that the employee was hired as seasonal employee and made no mention of an interest in remaining as a permanent employee. Haun states that the individual who sexually harassed the Complainant was terminated within 6 days of her report regarding his behavior.

Adjournment

Meeting adjourned at 12:56 pm. Motion made by Susie Greenwalt, seconded by Judy Shawver.

The next meeting scheduled for Davenport Civil Rights February 13, 2018

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's report

ATTACHMENTS:

Type	Description
 Cover Memo	Director Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/8/2018 - 10:05 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
December 2017**

I. CASE STATUS

1. No “right to sue” letters were issued in December.
2. During the month of December one employment cases; one public accommodations and one transit case settled in mediation. One employment case, filed on the bases of sex and retaliation, which involved allegations of sex discrimination, pregnancy discrimination and retaliation, settled. The transit case, which included allegations of age discrimination, settled for \$1,500.00 and relief in the public interest. The public accommodation case, involved allegations of a failure to accommodate the Complainant by allowing use of a service dog, settled for \$200.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director prepared for oral arguments on the housing case pending appeal.
2. Director participated in mediation on a commission initiated complaint.
3. Director met with staff from Love Girls magazine to discuss upcoming media campaign relating to sexual harassment and sexual assault.
4. Director met with staff from Iowa CASA to establish collaborative efforts to develop local trainings on sexual harassment.
5. Director attended two ABA CLE programs.
6. Director attended Civil Service Meeting.
7. Director met with community members to discuss efforts throughout the City of Davenport to ensure fair and equitable representation in the workforce and throughout the appointed Commissions and Boards.
8. Director and Housing Analyst participated in a conference call with HUD regarding legislative updates.
9. Director and Housing Analyst met with the 50th Anniversary Conference planning committee.
10. Housing Analyst attended hearing on assisted housing voucher termination.
11. Housing Analyst worked on planning for the 50th Anniversary Conference.
12. Housing Analyst and Director discussed and responded to landlord’s questions about reasonable modifications and accessibility.
13. Housing Analyst worked on plan reviews.
14. Housing Analyst attended meeting with City staff regarding eplans review process.
15. Housing Analyst and Investigative Paralegal attended e-plan review training.

III. OLD BUSINESS

1. Equity Report and Statistics
2. Board and Commission Appointments
3. Fair Housing Act 50th Anniversary Celebration
4. Oral Argument in Housing case pending appeal

IV. NEW BUSINESS

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
 Cover Memo	Case Status December

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/8/2018 - 10:04 AM



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	2	2
Total	2	2

Year to Date		
Area	Filed	Closed
Housing	24	25
Total	24	25

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	4
Education	1
Housing	0
NJ EEOC Referral	4
Public Accommodation	1
Transit Title VI	1
Total	11

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	0
NJ EEOC Referral	3
Public Accommodation	1
Transit Title VI	2
Total	7

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

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	1	Terms	8	Advertising	0	Fail To Hire	0
Negative Treatment	4	Accessibility	0	Harassment	2	Fail To Promote	0
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	2	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	5	Discipline	0	Fail to Accom/Mod	3		



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	0
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	3
Insufficient # employees	0
No Basis	1
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	2
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	7

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	11
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	18
Insufficient # employees	0
No Basis	6
No Area	6
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	3
Right to sue letter issued	1
No Probable Cause	20
Mediation Settlement	28
Jurisdiction waived	1
Fact do not support claim	7
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	3
Commission Final Decision	2
Conciliation Failed	0
Total Dispositions	111

Summary: Previous Open: 134 (+) New Open 11 (-) Closed 7 (=) Total Open 138

Probable Cause (Monthly) = 1 (Annual) = 5

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	24
Total number for year 2016	40
Total number for year 2017	71
Total	138

Complaint By Status	
Status	Count
Initial Investigation 3	0
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	3
Final Review	20
Final Investigation	4
Intermediate Investigation	26
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (2)	47
Initial Investigation	18
Initial Review / Screening	5
Opened	0
Total	138



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	26	72.3	2358
Respondent Training	11	32	497
Total	37	104.3	2855

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	9
Closed with resolution	3	31

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

Year to Date	
Resolution	Count
Monetary Settlement	21
No Resolution	9
Reinstatement	0
Specific Performance	8
Policy Change	1
Training	1
Total	40

Total monthly settlement amount: \$244.00

Total yearly settlement amount: \$130,566.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	9	IDHR	0	1
Other	0	5	HUD	0	1
Help Legal	0	6	NAACP	1	1
ADA project	0	0	IA Citizen's Aid	0	4
Other City Departments	0	24	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	1	4
Attorney Disciplinary Office	0	0	Attorney Referral	2	15
Scott Cty & Cthouse	0	4	Landlord Association	0	0
			Total	4	76



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017



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-0002-0001-15	PC/Conciliation
E-0017-0005-15	Final Review
E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	PC/Conciliation
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
PA-0082-0015-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0096-0045-15	Final Review
E-0100-0047-15	Intermediate Investigation
E-0101-0048-15	Intermediate Investigation
E-0102-0049-15	Intermediate Investigation
E-0103-0050-15	Final Review
E-0110-0054-15	Final Review
ED-0118-0002-15	Intermediate Investigation
PA-0119-0019-15	Final Review
E-0120-0060-15	Intermediate Investigation
PA-0133-0025-15	Final Review
E-0143-0067-15	Final Review
E-0149-0070-15	Final Review

Case Listing for 2016

E-0015-0004-16	Final Review
E-0022-0008-16	Initial Investigation (2)
E-0024-0009-16	Intermediate Investigation
E-0027-0010-16	Intermediate Investigation
E-0031-0014-16	Initial Investigation (2)
E-0035-0017-16	Initial Investigation (2)
H-0037-0004-16	Final Investigation



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017



Case Listing for 2016

H-0038-0005-16	Final Investigation
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	Intermediate Investigation
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
H-0081-0010-16	Final Review
E-0084-0038-16	Intermediate Investigation
E-0085-0039-16	Intermediate Investigation
E-0088-0042-16	Final Investigation
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Final Investigation
PA-0098-0009-16	Initial Investigation (2)
E-0100-0046-16	Initial Investigation (2)
E-0107-0050-16	Initial Investigation (2)
E-0110-0052-16	Intermediate Investigation
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	Initial Investigation (2)
E-0121-0057-16	Intermediate Investigation
E-0125-0059-16	Final Review
E-0128-0061-16	Initial Investigation (2)
E-0129-0062-16	PC/Conciliation
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Intermediate Investigation
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Initial Investigation (2)
E-0143-0071-16	Intermediate Investigation
E-0145-0073-16	Initial Investigation (2)

Case Listing for 2017

E-0003-0002-17	Final Review
E-0007-0005-17	Initial Investigation (2)
E-0009-0007-17	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017



Case Listing for 2017

PA-0011-0001-17	Initial Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Intermediate Investigation
E-0022-0013-17	Initial Investigation (2)
H-0026-0001-17	Intermediate Investigation
E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Initial Investigation (2)
PA-0030-0007-17	Initial Investigation (2)
E-0031-0016-17	Initial Investigation (2)
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Initial Investigation (2)
E-0037-0020-17	Mediation
E-0040-0021-17	Initial Investigation (2)
E-0053-0025-17	Initial Investigation (2)
E-0055-0026-17	Mediation
E-0058-0028-17	Initial Investigation (2)
E-0060-0029-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0071-0036-17	Mediation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Initial Investigation (2)
E-0075-0040-17	Mediation
E-0076-0041-17	Initial Investigation (2)
E-0077-0042-17	Initial Investigation (2)
H-0081-0008-17	Initial Investigation
E-0084-0044-17	Initial Investigation
E-0085-0045-17	Initial Investigation (2)
E-0088-0047-17	Initial Investigation (2)
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Initial Investigation
H-0095-0011-17	Mediation
E-0096-0049-17	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

December 01 , 2017 THRU December 31 , 2017



Case Listing for 2017

E-0097-0050-17	Initial Investigation (2)
E-0099-0051-17	Initial Investigation (2)
E-0101-0053-17	Initial Investigation (2)
H-0102-0012-17	Mediation
E-0105-0054-17	Initial Investigation
E-0106-0055-17	Mediation
PA-0108-0014-17	Initial Investigation
H-0111-0015-17	Initial Investigation (2)
H-0112-0016-17	Mediation
E-0117-0057-17	Mediation
E-0118-0058-17	Initial Review / Screening
E-0119-0059-17	Mediation
E-0120-0060-17	Mediation
E-0121-0061-17	Initial Review / Screening
PA-0122-0015-17	Mediation
E-0123-0062-17	Initial Investigation
E-0124-0063-17	Mediation
E-0125-0064-17	Initial Investigation
E-0127-0066-17	Initial Investigation
E-0128-0067-17	Mediation
E-0129-0068-17	Initial Investigation
E-0130-0069-17	Initial Investigation
E-0131-0070-17	Initial Investigation
E-0132-0071-17	Initial Investigation
E-0133-0072-17	Initial Investigation
PA-0134-0016-17	Initial Investigation
E-0136-0073-17	Initial Investigation
E-0137-0074-17	Initial Investigation
NJR-0138-0026-17	Initial Review / Screening
ED-0142-0002-17	Initial Review / Screening
E-0143-0075-17	Initial Review / Screening