

BLOOMINGTON HUMAN RIGHTS COMMISSION

Director's Quarterly Report

January – March 2023

I. **Discrimination Complaints**

A. Pending from previous quarters

1. Commissioner Haughton-Motley's case
 - a. Woman filed complaint alleging discrimination in employment on the basis of sex in August, 2022
 - b. Investigation pending
2. Commissioner McAllister's case
 - a. Man filed complaint alleging discrimination in hiring on the basis of sexual orientation
 - b. Investigation pending

B. New cases

1. Commissioner Bangert's case
 - a. Woman filed complaint alleging discrimination on the basis of religion in February, 2023
 - b. Withdrawal pending
2. Commissioner Bangert's case
 - a. Man filed complaint alleging discrimination on the basis of race in March, 2023
 - b. Investigation pending

C. Complaints filed with other jurisdictions

None

II. **Miscellaneous Inquiries**

- A. Caller inquired about filing a complaint for assault/robbery and breaking/entering. Explained to the caller that human rights are not criminal issues. Referred the caller to the prosecutor's office and police department.
- B. Caller said his windows have been shot out, wiring has been cut, paint and dirt thrown on his lawn, and was called a "fag." Caller stated that he felt the Sheriff's Department was not helpful. Suggested he fill out a hate incident report and e-mail the Indiana Civil Rights Commission. Not in BHRC jurisdiction; referred him to the Monroe County Human Rights Commission.

- C. Caller believed she was discriminated against and wrongfully terminated due to color. Asked her to fill out a hate incident report.
- D. Caller believed that her property management company is targeting her due to race. She stated that Legal Aid referred her to BRHC. Spoke with commissioner regarding eviction procedures. Complainant to be interviewed.
- E. Caller stated she was being called a “bitch” and believes it is due to her race. The caller was interviewed and it was later determined that she was out of BHRC jurisdiction. Sent interview and intake to Monroe County Human Rights Commission.
- F. Caller wanted a restraining order against someone who they got into a scuffle with. Caller stated the altercation occurred at the Twin Lakes Rec Center and stated that there should be video showing the issue. Police told caller they could get the video from the City. Spoke with Parks and Recreation and sent the Open Records Request Form to the caller to request the video.
- G. Caller requested an accessible parking space to be put in front of her house. Contacted Engineering.
- H. Caller stated that there are temporary storm drainage pipes crossing the sidewalk, preventing disabled and elderly from utilizing the sidewalk. Contacted property owners and they agreed to cut the drains.

III. Publicity

- A. Emailed monthly newsletter, Rights Stuff, to 100+ individuals and organizations and distributed copies in City Hall and Monroe County Public Library
- B. Updated BHRC Facebook page and web page

IV. Networking/Education

- A. Shermis facilitated Dr. Martin Luther King Jr. Birthday Celebration in January.
- B. Shermis attended Women’s History Luncheon
- C. Shermis attended Nonprofit Alliance Community Outreach meetings
- D. Shermis facilitated the Nonprofit Alliance Meet the Media event
- E. Shermis worked with the Stone Belt Advocacy Committee on a mayoral candidates forum
- F. Shermis attended the Indiana Consortium Annual Meeting
- G. Shermis completed training on Parking and the ADA Part 1.
- H. Shermis completed training on Access to Healthcare and the AD
- I. Shermis completed training on Organization-Wide Accessibility: Everyone Plays a Part.

- J. Shermis completed training on Deaf Culture Competence.
- K. Shermis completed training on Parking and the ADA Part 2.
- L. Shermis completed training on the State of Equitable Care for Persons with Disabilities.
- M. Shermis completed training on Writing Alt Text.
- N. Radewan attended Monroe Co. CHIP-Community Health Improvement Plan - Inequity Discrimination and Bias subcommittee meeting
- O. Radewan attended USICH-US Interagency Council on Homelessness: All In 101: An Overview of the New Federal Strategic Plan to Prevent and End Homelessness
- P. Radewan attended NCLER-National Center on Law & Elder Rights: Techniques for Navigation Third-Party Ethical Challenges
- Q. Radewan attended BTCC-Building Thriving Compassionate Communities: Quarterly Gathering - E4 Strategies (Equitable, Effective, Ethical, Efficient) (In Person)
- R. Radewan attended Monroe Co. CHIP-Community Health Improvement Plan - Inequity Discrimination and Bias subcommittee meeting

V. Affirmative Action, Common Wages/Living Wages/Drug Testing Policies

- A. Brittingham reviewed Affirmative Action Plan Packets
- B. Legal department created a more comprehensive system for tracking Living Wage requirements for contractors. The “Living Wage Affidavit” is attached to each contract that falls under the City of Bloomington’s Living Wage Ordinance. The affidavit requires the employer to affirm that they pay a living wage to all of their employees affected by the contract.
- C. Contract Compliance Committee heard 2 appeals.
- D. The Affirmative Action packet, which is included in public bidding information and is provided to potential contractors, was updated to clarify deadline information and include more information on the Living Wage.
- E. Both the Legal department and HAND have been working together to create better training materials for Community Development Block Grant (CDBG) recipients regarding Davis Bacon requirements. These training materials will be used for the 2023 CDBG award recipients.

VI. ADA Issues

- A. Shermis answered questions about accessibility issues at private properties and followed up when appropriate
- B. Shermis facilitated meetings of the Disabilities Service Providers’ Coalition
- C. Shermis staffed meetings of the Council for Community Accessibility (CCA)
- D. Shermis staffed meetings of the CCA Accessibility Committee

- E. Shermis staffed meetings of the CCA Transportation and Mobility Committee
- F. Shermis worked with Deborah Myerson and Councilmember Steve Volan on the Accessibility and Transportation and Mobility Principles
- G. Shermis attended meetings of Digital Accessibility Working Group
- H. Shermis met with Bloomington Transit GM John Connell on BT Access and other involvement of people with disabilities
- I. Shermis worked with ESD and Engineering Departments on outdoor dining accessibility standards (parklets and Kirkwood closure) and inspected sites