

BLOOMINGTON HUMAN RIGHTS COMMISSION

Director's Quarterly Report

April to June 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. Appeal pending
2. Commissioner McAllister's case
 - a. Man filed complaint alleging discrimination in hiring on the basis of sexual orientation in March, 2023
 - b. Will close pending no appeal
3. Commissioner Bangert's Case
 - a. Woman filed complaint alleging discrimination in housing on the basis of race in March, 2023
 - b. Investigation pending

B. New cases

1. Commissioner Shadday's case
 - a. Man filed complaint alleging discrimination on the basis of disability in April, 2023
 - b. Will close pending no appeal
2. Commissioner Radewan's case
 - a. Man filed complaint alleging discrimination on the basis of disability in April, 2023
 - b. Settlement reached and accepted; complainant withdrew
3. Unassigned Commissioner's case
 - a. Woman filed complaint alleging discrimination on the basis of disability in June, 2023
 - b. Investigation pending
4. Unassigned Commissioner's case
 - a. Man filed complaint alleging discrimination on the basis of race and disability in June, 2023
 - b. Investigation pending

C. Complaints filed with other jurisdictions

1. Man filed complaint alleging discrimination on the basis of disability in May, 2023
 - a. Referred to EEOC
2. Man with existing ICRC complaint of discrimination on the basis of race and disability called in June, 2023
 - a. Spoke with ICRC and requested further action
3. Woman whose daughter is disabled alleged discrimination in the Court system
 - a. Referred to ICRC

II. **Miscellaneous Inquiries**

- A. Neurodivergent individual complained of racial harassment in Vigo County. Referred to Terre Haute Human Relations Commission.
- B. Individual, an Asian man, complained of disability discrimination in 2019. Past statute of limitations, therefore not eligible for investigation.
- C. Individual, a woman, complained of sexual harassment at a homeless shelter. Communication ceased after two calls; staff at the shelter were notified.
- D. Individual complained of landscaping company digging up garden. Discussion revealed this was not a targeted action to the caller, but to several tenants, and was not discriminatory.
- E. Individual complained of HOA discriminating against disabled residents by breaking Indiana State Law 34-43-32. Suggested the caller obtain the services of an attorney.
- F. Individual complained of HOA discriminating against her disability by destroying her garden. Caller decided she would not continue with complaint.
- G. Caller complained of lawn service placing equipment on the sidewalk, blocking accessibility for her disabled husband, and refusing to move the equipment; she also had issues with the rate of repair on sidewalks. Suggested she speak with neighbors who utilize the lawn service or call the police. Also suggested uReport for sidewalk concerns.
- H. Student caller felt as if fees at apartment community were unfairly levied. Referred to Indiana Legal Services for landlord-tenant dispute.
- I. Caller's daughter broke a window, prompting an eviction. Referred to Eviction Prevention Project.
- J. Caller claimed that a disability service provider had lowered his salary and thought that wasn't right. He ended up taking the case to the Indiana Disability Rights.
- K. Caller wanted injunction for the apartment complex that evicted her. Referred to Eviction Prevention Project.

- L. Caller complained of retaliation aimed at punishing through performance. Called decided to pursue through EEOC.

III. Publicity

- A. Emailed monthly newsletter, *Rights Stuff*, to 100+ individuals and organizations
- B. Sparks regularly updated BHRC Facebook Page

IV. Networking/Education

- A. Shermis completed training on Accessible Events & Conferences
- B. Shermis completed training on Choices for All Voices: Innovative Education & Outreach to Build an Equitable Future
- C. Shermis completed training on Structural Ableism: What It Is and How We Can Address It
- D. Shermis completed training on Accessible PDF Fillable Forms
- E. Shermis attended a Fair Housing conference
- F. Shermis completed training on Fair Housing Discrimination
- G. Shermis attended the 2023 National ADA Symposium
- H. Radewan attended CAPS-Commission on Public Safety: "Safety For All at the Expense of None" town hall event (In Person)
- I. Radewan attended FHCCI-Fair Housing Center of Central Indiana: 11th Annual Fair Housing Conference
- J. Radewan attended NFHTA-National Fair Housing Training Academy: Forum | Choices for All Voices: Innovative Education & Outreach to Build an Equitable Future (virtual)
- K. Radewan attended ICRC-Indiana Civil Rights Commission: Fair Housing Panel: General Panel Overview
- L. Sparks completed EEOC training on Legal Protections for Mental Health Related Disabilities at Work
- M. Sparks completed EEOC Pregnant Worker Fairness Act training
- N. Sparks completed Equal Pay Act training on Actions to Close the Gender Pay Gap

V. ADA Issues

- A. Caller asked if any fitness centers in Bloomington are accessible. Referred caller to Anytime Fitness and Orange Theory Fitness
- B. Shermis answered questions about accessibility issues at private properties and followed up when appropriate
- C. Shermis facilitated meetings of the Disabilities Service Providers' Coalition
- D. Shermis staffed meetings of the Council for Community Accessibility (CCA)

- E. Shermis staffed meetings of the CCA Accessibility Committee
- F. Shermis staffed meetings of the CCA Transportation and Mobility Committee
- G. Shermis worked with Deborah Myerson and Councilmember Steve Volan on the Accessibility and Transportation and Mobility Principles
- H. Shermis attended meetings of Digital Accessibility Working Group