



CITY  
OF  
BLOOMINGTON  
HUMAN RIGHTS  
COMMISSION  
2019  
ANNUAL REPORT



# CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION

The Bloomington Human Rights Ordinance promotes equal opportunity in employment, education, housing and access to public accommodations, regardless of race, sex, religion, color, sexual orientation, gender identity, national origin, ancestry, disability, housing status or veteran status. The ordinance also prohibits discrimination in housing on the basis of familial status.

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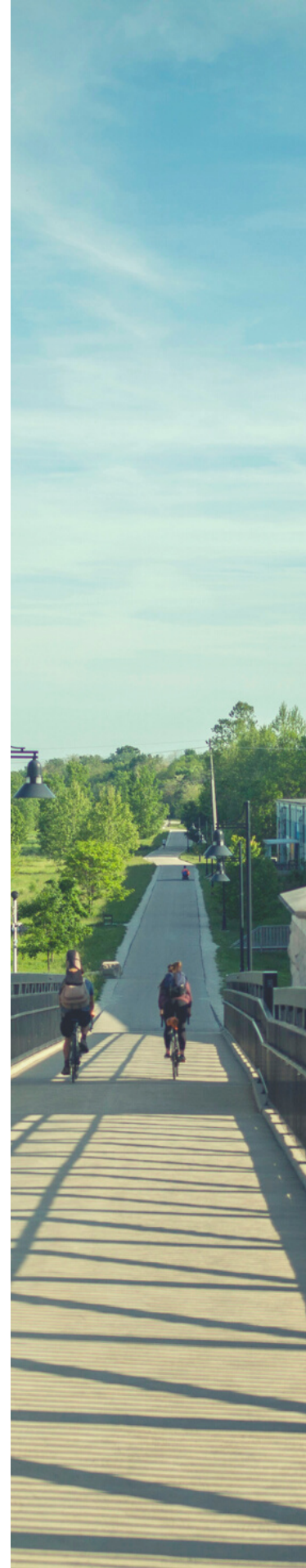
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# POLICY OF THE CITY OF BLOOMINGTON

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It is the public policy of the City of Bloomington to provide all citizens equal opportunity for education, employment, access to public accommodations and acquisition through the purchase or rental of real property including, but not limited to, housing, and to eliminate segregation or separation based on race, religion, color, sexual orientation, sex, disability, national origin, gender identity, ancestry, veteran status or housing status, since such segregation is an impediment to equal opportunity. It is also the policy of the City of Bloomington to prohibit discrimination in housing based on the basis of familial status. Equal education and employment opportunities, equal access to and use of public accommodations and equal opportunities for acquisition of real property are hereby declared to be civil rights.

The practice of denying these rights to persons because of race, religion, color, sexual orientation, sex, disability, national origin, gender identity, ancestry, familial status, veteran status or housing status is contrary to the principles of freedom and equality of the City, and shall be considered a discriminatory practice. The promotion of equal opportunity without regard to race, religion, color, sexual orientation, sex, disability, gender identity, national origin, familial status, ancestry, veteran status or housing status is the purpose of the section.

It is also the public policy of the City to protect employers, labor organizations, employment agencies, property owners, real estate brokers, builders and lending institutions from unfounded charges of discrimination.

CITY OF BLOOMINGTON HUMAN RIGHTS ORDINANCE Bloomington  
Municipal Code §2.21.020, as amended

# BLOOMINGTON HUMAN RIGHTS COMMISSION

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## 2019 OFFICERS

### CHAIR

Ryne Shadday

### VICE CHAIR

Irena Micajkova Otten

### SECRETARY

Carolyn Calloway-Thomas

## COMMISSIONERS

### NAME

### TERM EXPIRES

### APPOINTED BY

Byron Bangert

1/20

Council

Carolyn Calloway-Thomas

1/21

Mayor

Jacob Snodgrass (Resigned)

1/19

Mayor

Valeri Haughton-Motley

1/20

Council

Irena Micajkova-Otten

1/20

Mayor

Rhonda Gambill (Resigned)

1/21

Council

Ryne Shadday

1/20

Mayor

Pam Jackson

1/21

Council

Jacob Simpson

1/21

Mayor

## 2019 STAFF

4

**DIRECTOR/ATTORNEY:** Barbara E. McKinney

**ASSISTANT:** Jessica Oswalt



# ANNUAL REPORT OF THE CHAIR, 2019

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The Bloomington Human Rights Commission, established by ordinance enacted by the Bloomington City Council, exercises jurisdiction within the City of Bloomington only. The BHRC promotes equal opportunity in employment, housing, education, and access to public accommodations, regardless of race, sex, religion, color, sexual orientation, gender identity, national origin, ancestry, housing status, status as a veteran, disability, or familial status (in the case of housing only).

The Commission's director and members investigate complaints of discrimination filed by residents of Bloomington, issue findings, and pursue negotiated or imposed settlements in those instances where violations are found. The BHRC also promotes greater community awareness of human rights issues by engaging in public education, various civic activities, advocacy efforts, and diversity and multi-cultural events. The BHRC collaborates with other City commissions that share overlapping missions, including the Commission of the Status of Women, the Dr. Martin Luther King, Jr., Birthday Commission, the Commission of the Status of Black Males, and the Council for Community Accessibility.

The Commission began the year in January by electing new officers. 2019 officers were as follows: Chair: Ryne Shadday, Vice-chair: Irena Micajkova Otten, Secretary: Carolyn Calloway-Thomas. The Commission then voted to give a donation to the MLK Day events. A discussion commenced about various 2019 legislation in front of the Indiana General Assembly, including several hate crime bills. Following this, the team for the 2019 VITAL Quiz Bowl was formed. This meeting also served as the last one for Commissioners Gambill and Snodgrass, and was the first for the new BHRC Legal Secretary, Jessica Oswalt. Oswalt began an extensive overhaul of BHRC documents/brochures at the beginning of her tenure.

In February, the Commission agreed to hear from the director of the Indiana Native American Affairs Commission, MeLissa Williams, at a future date. Commissioners also agreed to once again collaborate with the MCHRC for the Bloomington 4th of July Parade, along with participating in the Bloomington Women's History Event in March.

In the middle of March, commissioner Shadday and BHRC Secretary Oswalt created and staffed an exhibit at the Bloomington Women's History Month event.

Commissioners also completed judging of the annual Essay and Arts contest. During the March meeting, the Commission welcomed both MeLissa Williams, with the Indiana Native American Affairs Commission, and Dolly Serrant from the Indiana Commission on Hispanic/Latino Affairs. Williams spoke about the 500+ Native Americans who lived in Monroe County, and asked the Commission to help publicize and host a listening session and panel discussion in June. The Commission then voted to buy new bracelets to hand out during the 4th of July parade, as they were popular at the Women's History Month event. Finally, a discussion commenced regarding the visibility of the Commission on social media. It was decided to continue to discuss how we would like to proceed, and via which channels (e.g., Facebook, Instagram, Twitter), over the course of the next few months. City staff requested the Commission's help in providing content if we were to proceed.

In an April 1 ceremony in the City Common Council chambers, McKinney, Shadday, and Mayor John Hamilton presented the Commission's annual awards to essay and art winners in Grades K-6 on the theme, "How did welcoming immigrants change our society?" Commission members participated in the annual VITAL Quiz Bowl at the Monroe County Library, winning their first round, but bowing out in the second. The April 26 meeting included more discussion about social media use and best practices for the city.

At the May 20th meeting of the commission, Pam Jackson was introduced as our newest commissioner. Shadday presented former Chair Bangert with a token of appreciation for his years of service to the Commission, and as Chair.

McKinney presented to the Commission a draft of amendments for the Bloomington Human Rights Ordinance, of which a discussion commenced about what these changes would entail. Between the May 20 meeting and the June meeting, McKinney and Shadday presented the amendments to the Bloomington Human Rights Ordinance to the Common Council. After two meetings, the Council passed the amendments, while making a small change, adding “they” to the language to make it more inclusive of others (she, he, they). During the June meeting, the Commission welcomed Jacob Simpson as the newest commissioner. After reporting about the Council passing the Human Rights Ordinance amendment unanimously, the Commission had a discussion about whether other language throughout Bloomington code/ordinances need to be modified in order to be more inclusive. We also discussed attending and staffing a booth during the Bloomington PRIDE festival, which commissioners decided to do.

In July, commissioners marched in the annual 4th of July Parade. Many wristbands were handed out to attendees, and marching participants were out of giveaways before the end of the parade. During the July meeting of the Commission, commissioners discussed with McKinney the need for more bracelets for next year’s parade. McKinney agreed, and would discuss with the MCHRC. Mustafa Asku spoke to commissioners and fielded their questions about the plight of the Uygher population in China. The commissioners asked McKinney to draft a letter to send to Indiana’s delegation to Congress. The Commission then had a wide conversation of inclusion for LGBT people in Bloomington, including the exclusion of a question about whether those in the Bloomington Community Survey identified as such. Following this, Shadday asked whether or not the City of Bloomington could take its own stand on the archaic practice of conversion therapy by banning it. Before the August meeting, McKinney sent a memo regarding the question of whether the city could ban conversion therapy to commissioners outlining that “if the City passed an ordinance prohibiting a specified mental health practice... it would be subject to challenge on home rule grounds as well on constitutional grounds, as we’ve seen in other jurisdictions.” Due to this, the Commission decided to table the issue to a later date during the August session. Commissioner Simpson discussed the possibility of pursuing a survey of what other HRCs do throughout the country, and commenced taking an inventory after this meeting. Specifically, he wanted to know what our Commission could improve on.



In September, Commissioners agreed to march in the October IU Homecoming Parade, and publish an ad in the NAACP annual banquet program. While the Commission didn't meet in October, they did participate in a very rainy Homecoming Parade.

During the November meeting, commissioners discussed and approved a donation to the annual MLK celebration. We also decided on the theme for the 2020 Essay and Art contest, "Were we born free and equal?" Commissioner Simpson presented his HRC inventory and a discussion was held on how to best use this information.

On the December 23 meeting, the Commission discussed the annual Human Rights Award. During this discussion, commissioners decided what they would like to see in the award nominee. Commissioners also were updated on their donation to the MLK celebration, and were informed of a staff change, as the BHRC legal secretary, Jessica Oswalt, would be leaving.

The BHRC also met once in 2019, on December 23, as the Contract Compliance Committee, charged with reviewing compliance with the compliance reporting requirements for companies seeking to do business with the City of Bloomington. In one of two cases reported to us, the Committee voted to overrule the director by making an exception for companies whose bids were timely but lacked some necessary documentation, which was subsequently provided, thereby demonstrating unwitting failure to meet full requirements on one of the cases. However, they sustained the director's ruling on the other, due to being egregiously late in submitting their bid. The Committee then had a discussion, as this was the first case to be sustained by the committee, as to what "egregiously late" entailed.

This report is not exhaustive. BHRC discussions are often wide-ranging. Conversations about how to continue to make Bloomington a more welcoming and inclusive place to live and work for everyone are typical. We are committed to making Bloomington the beacon of Indiana, with our work as commissioners, both within our commission, and in our personal lives.

Respectfully submitted,  
Ryne Shadday, Chair

# DIRECTOR'S REPORT 2019

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In 2019, the Bloomington Human Rights Commission continued its long-established efforts to meet its two central, and related, objectives: to investigate complaints in a fair and timely manner and to undertake a variety of educational efforts. Our top priority is always to investigate complaints as promptly and thoroughly as possible to protect the rights of all involved. At the same time, we continue to believe that the more educational efforts we organize, co-sponsor or support, the fewer complaints we will have to investigate.

**DISCRIMINATION COMPLAINTS:** In 2019, we had six new complaints filed with us. Each case is investigated by one of the commissioners and me, and together we decide if there is probable cause to believe that discrimination occurred. I truly appreciate the work and dedication of the commissioners.

Three of our 2019 cases alleged discrimination in employment. One alleged race and/or disability discrimination, one alleged sexual orientation and/or race and/or sex and/or disability discrimination and one alleged disability discrimination. We had to transfer two of the employment cases to the Equal Employment Opportunity Commission because we learned after the cases were filed with us that we did not have jurisdiction. We found no probable cause in the third employment case because we learned that the employer did not have enough employees to be covered by the Bloomington Human Rights Commission. (The ordinance defines “employer” as an employer with six or more employees.) Two other cases alleged discrimination in public accommodations; one alleged



discrimination on the basis of race and/or national origin and one alleged discrimination on the basis of race. In both of these cases, our investigation is still pending. The sixth case alleged discrimination in housing on the basis of disability. The BHRC approved a settlement of that case in June; the landlord agreed to do a better job monitoring tenants who parked in accessible spaces but who did not have a disability.

In 2019, we filed four cases directly with the Equal Employment Opportunity Commission or the Indiana Civil Rights Commission. We referred many more individuals directly to these agencies, when time did not permit us to prepare documents for potential complainants.

2019 was the fourth full year to include veteran status and housing status as protected categories in our ordinance. Thus far, we have had no complaints filed under these protections.

The Human Rights Campaign, a national LGBTQ advocacy group, once again included Bloomington in its annual Municipal Equality Index and once again gave our city a perfect score. This was the fifth year in a row for the City, and for the fifth year in a row, Bloomington was the only community in Indiana to achieve this score. I believe people who live in Bloomington know we are a welcoming and inclusive city, and it's nice to get national recognition of our efforts.

The litigation against the BHRC and three other local Indiana Human Rights Commission continues. Plaintiffs argued that local ordinances prohibiting discrimination on the basis of sexual orientation keep them from offering programs in Bloomington and three other cities, in alleged violation of their First Amendment rights. The BHRC and other defendants won summary judgment, but the plaintiffs appealed.

## **AFFIRMATIVE ACTION, PREVAILING WAGE AND LIVING WAGE:**

The Bloomington Human Rights Ordinance requires all City bidders with bids of \$10,000 or more to submit affirmative action plans to me for approval before the bid deadline. In 2019, I reviewed and approved approximately 170 affirmative action plans. If I find a plan to be unacceptable, the bidder is not eligible to bid unless he or she successfully appeals to the Contract Compliance Committee of the CCC. I found two plans to be unacceptable in 2019.

The Bloomington Common Council amended the affirmative action requirements in 2019 to require bidders to include a harassment policy in their plan. We began enforcing this new requirement, which we hope will protect people who work for City contractors from workplace harassment. The new ordinance also requires contracts to make it clear that if a contractor, or any of its employees, feel harassed or discriminated against by a City employee, they have the right to file a complaint with the appropriate department head, human resources department or the BHRC. It's always been true that the City does not tolerate such conduct on the part of its employees, but we wanted to make this clear to our contractors.

The BHRC staff is also responsible for making sure City contractors pay their employees at least the required prevailing wages for work done in whole or in part with federal funds, as required by the Davis-Bacon law. In 2019, I attended three pre-bid or pre-construction conferences to remind contractors about their responsibilities under Davis-Bacon.

This year was the fourteenth year that the Bloomington Living Wage (LWO) was in effect, and one of my duties is to monitor compliance with this law. We obtained required documentation from covered contractors, updated the web site and answered questions as

as to whether the LWO applies to specific situations. The amount of the living wage is adjusted each year to correspond to changes in the cost of living. In 2006, when the LWO was first passed, the amount of the living wage was \$10 an hour. In 2020, the amount is \$13.21 an hour. Up to 15% of this amount may be in the form of the employer's contribution to health insurance for which the covered employee is eligible.

**ACCESSIBILITY ISSUES/TITLE VI:** I serve as the City's Americans with Disabilities Act compliance officer, and in that capacity, I work to make sure the City, both as an employer and as a governmental entity, is meeting its obligations under the ADA. I also try to help local businesses become more aware of their obligations under the ADA, and I try to help resolve complaints from citizens about businesses not being accessible. I work closely with the City's Council for Community Accessibility, following up on their surveys of local businesses and helping to decide which businesses should receive the CCA's accessibility decals. The CCA is tireless in its efforts to make sure that Bloomington is as accessible as a city with hills and historic buildings can be.

I also serve as the City's Title VI compliance officer. Title VI requires entities that receive federal funds for any of their programs to not discriminate in any of their programs.

**EDUCATIONAL PROGRAMS:** In 2019, we completed our twentieth year of publishing our monthly newsletter, Rights Stuff. The newsletter is distributed via email and via copies left around town. We use the newsletter to keep the community informed about recent trends in civil rights and to let them know what we do.

During the 2019 Fourth of July parade, we again worked with the Monroe County HRC to distribute 2000 bracelets to children watching the parade. The BHRC also participated in IU's homecoming parade in October, handing out Halloween candy to children along the wet and chilly route.

We continued to sponsor our annual essay/arts contest for area school children in 2019. The theme this year was "How has welcoming immigrants changed our Society." You can see some of the award-winning children's work on page 37.

We are always glad to talk with groups, individuals and the media about what we do. This year, I gave talks to a number of groups, including several presentations to new realtors on fair housing and to social work students at IU. I often talk to IU students who are thinking about pursuing a career in local government and/or human rights. I also answered questions from elected officials, the media, students and many others about human rights issues. You can see some of those questions beginning on page 21.

The BHRC works closely with other groups to achieve our shared goals. In 2019, we sponsored the CCA's annual event and King Day events, participated in the VITAL quiz bowl and ran an ad in the NAACP annual meeting program. We continue to work with Bloomington United to prepare for possible hate activities in our community.

**CHANGE IN STAFF:** Jessica Oswalt joined the Legal Department staff in December of 2018, bringing energy and enthusiasm to her job and improving the look of our newsletter and brochures, among many other contributions. She transferred to BPD at the end of the year to work as a neighborhood resource officer, a job that will be a great fit with her skills and talents. We are sad to see her go and wish her all the best in her new position.

Respectfully submitted,

Barbara E. McKinney  
Director, BHRC/Assistant City Attorney

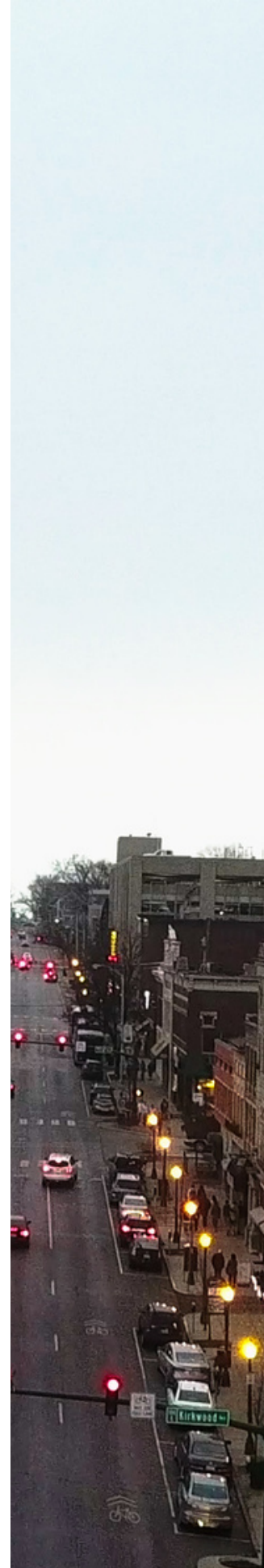
# CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION 2013-2019 COMPARATIVE DATA

## 2013-2019 COMPARATIVE DATA

	2013	2014	2015	2016	2017	2018	2019
<i>New complaints within BHRC jurisdiction</i>	5	3	4	3	6	3	6
<i>No probable cause findings issued</i>	4	3	2	2	2	1	1
<i>Settlement agreements reached</i>	2	1	0	3	0	0	1
<i>Complaints withdrawn before determination issued</i>	0	0	0	0	0	0	0
<i>Cases still pending</i>	2	0	2	0	2	2	2
<i>Complaints drafted and forwarded to EEOC</i>	3	2	3	3	4	5	4
<i>Complaints drafted and forwarded to ICRC</i>	0	0	0	0	0	1	0
<i>Complaints drafted and forwarded to HUD</i>	0	0	2	0	0	0	0
<i>Complaints transferred to appropriate federal agency after partial investigation</i>	0	1	0	0	0	1	2
<i>Complaints dismissed for failure to cooperate</i>	0	0	0	0	2	0	0
<i>Complaints drafted but never signed</i>	2	5	1	3	1	4	5
<i>AA plans review</i>	78	80	79	100	103	124	170
<i>Pre-construction/pre-bid conferences attended</i>	9	10	6	6	7	6	7
<i>Employer seminars and community speeches</i>	4	5	3	4	4	6	6

	2013	2014	2015	2016	2017	2018	2019
<b>Employment</b>	4	1	2	2	2	2	3
Disability discrimination	0	1	1	0	0	0	1
Sex discrimination (including sexual harassment)	2	2	1	1	0	0	0
Sex & disability and/or retaliation	0	0	0	0	0	0	0
Race and national origin	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0
Sex/retaliation	0	0	0	1	0	0	0
Sexual orientation	1	0	0	0	1	0	0
Sex and/or disability	0	0	0	1	0	0	0
National origin	1	0	0	0	0	0	0
Race discrimination	2	0	0	0	1	0	1

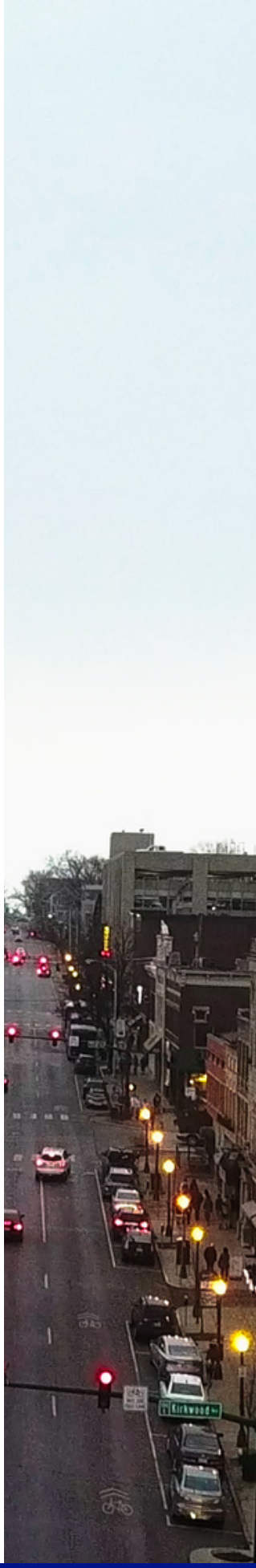
	2013	2014	2015	2016	2017	2018	2019
<b>Housing</b>	0	1	2	1	1	0	1
Sex	0	0	0	0	0	0	0
Disability	0	0	1	1	0	0	1
Race	0	0	0	0	0	0	0
Familial Status	0	0	0	0	1	0	0
Sexual orientation	0	0	1	0	0	0	0
Racial association	0	1	0	0	0	0	0





	2013	2014	2015	2016	2017	2018	2019
<b>Public Accommodations</b>	1	1	0	0	2	1	2
Race	0	0	0	0	1	1	1
Gender identity	0	1	0	0	1	0	0
Sex	0	0	0	0	0	0	0
Sex/race and/or national origin	0	0	0	0	0	0	1
Sexual orientation	0	0	0	0	0	0	0
Disability	1	1	0	0	0	0	0

	2013	2014	2015	2016	2017	2018	2019
<b>Education</b>	0	0	0	0	1	0	0
Race discrimination	0	0	0	0	1	0	0



# BLOOMINGTON HUMAN RIGHTS COMMISSION SUMMARY OF 2019 CASES

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**BHRC Docket 0672:** African American man filed complaint against a restaurant alleging discrimination in public accommodations on the basis of race. Our investigation established that the complainant was not treated well by the restaurant, but we had no evidence that the poor treatment was based on race. Complaint filed in December, 2018; no probable cause decision issued in July, 2019; not appealed. Investigated by Commissioner Haughton-Motley.

**BHRC Docket 0673:** African American man filed a complaint against his former employee, a fast food restaurant, alleging he had been mistreated because of his race and/or disability. Investigation established that the alleged discrimination had occurred outside of the BHRC's statute of limitations. Transferred to EEOC. Complaint filed in January, 2019; transferred to EEOC in May, 2019. Investigated by Commissioner Bangert.

**BHRC Docket 0674:** Man with a disability filed a complaint against his landlord for not taking sufficient measures to insure that an accessible parking space remained available for him to use. Landlord agreed to take steps to better insure that he could use his space. Complaint filed in March, 2019; BHRC approved settlement in June 2019. Investigated by Commissioner Micajkova-Otten.

**HRC Docket 0675:** African American, gay woman with a disability filed a complaint against her former employer alleging that she had been subjected to unfair treatment because of one or more of her protected categories. Investigation revealed that employer did not have sufficient number of employees to be covered by the Bloomington Human Rights Ordinance. Complaint filed in April, 2019; no probable cause decision issued in September, 2019, not appealed. Investigated by Commissioner Shadday.

**BHRC Docket 0676:** African American woman filed a complaint alleging that she had been mistreated by a provider of public accommodations on the basis of her race. Investigation pending, being investigated by Commissioner Haughton-Motley.

**BHRC Docket 0677:** Woman with a disability, or who was perceived to have a disability, filed a complaint against her former employer, alleging that she had been terminated after her disability or perceived disability became apparent when she was talking to a customer. Employer established that she was fired because of her work performance, about six months earlier than she had claimed, outside of the BHRC's statute of jurisdiction. Complaint filed in August, 2019; transferred to EEOC in October, 2019. Investigated by Commissioner Simpson.

**BHRC Docket 0678:** Man from India said that he had been mistreated at a place of public accommodation. Complaint alleging race and/or national origin in public accommodations filed in November, 2019; investigation pending; being investigated by Commissioner Jackson.



# CATEGORICAL BREAKDOWN

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**Sexual Orientation/Gender Identity:** Callers often had questions or concerns about sexual orientation and/or gender identity discrimination. These callers included students wanting the definition of “sexual orientation” or “gender identity” and gays, lesbians, transgender individuals and employers wanting to know their rights and responsibilities under our ordinance. Again this year, we had several calls from communities around the country considering their own sexual orientation and/or gender identity ordinance, and were glad to provide assistance in this area.

**Americans with Disabilities Act:** We receive many calls about the Americans with Disabilities Act. Most of the calls are from employers or employees wanting to know their rights and responsibilities under this federal law or from contractors wanting information on ADA regulations. The BHRC director, as the ADA compliance officer for the City, is quite familiar with the ADA and is able to give informed general advice and to make referrals when necessary. The City’s Accessible Bloomington web page helps answer questions as well.

**Housing Code Violations/Landlord Tenant Disputes:** Many callers mistakenly believe we have jurisdiction over housing code problems or landlord/tenant disputes that don’t involve discrimination. We refer such calls to the City’s housing code enforcement office and/or to a private attorney.

**Wage Disputes:** Employees who cannot obtain their last paycheck or pension benefits often call us. These cases do not usually have a discrimination element and so we refer the callers to the State Labor Board or private attorney.

**FMLA:** People often call us to learn their rights under the federal Family and Medical Leave Act. We answer general questions when we are able and refer callers to the federal Wage and Hour Division of the Department of Labor for additional information.

**Workers' Compensation:** We received many calls about workers' compensation in 2019. Our staff lacks expertise in this area and refers all such calls to private attorneys and/or the state Workers' Comp Board.

**Unemployment Benefits:** People fighting for unemployment benefits often call us, wanting us to represent them in an upcoming unemployment hearing. This is not a BHRC issue and so we make referrals.

**Other:** Many of our calls do not fall under any of the categories. Some of those calls are described on the next page.

# MISCELLANEOUS CALLS

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Caller said that his landlord had taken him and his sister/roommate to court the day he called BHRC. Judge ordered landlord to give tenants two weeks to move out and to give them some of their deposit back as soon as landlord inspects apartment, so tenants would have deposit funds. Caller is sure landlord won't give them any of the deposit back. Caller said landlord has harassed tenants by watching their apartment constantly, visiting them unannounced, etc. No evidence of race, etc. discrimination, and rental property not in city limits. Referred to private lawyer and/or Indiana Legal Services and/or court if landlord does not actually refund deposit without sufficient cause.

Caller said that he had been a landlord for 30 years. He has some units that have been rented only by students or young adults with no children. These units are quiet because the tenants are respectful. Now he has a prospective tenant with a young child. He asked if he could legally refuse to rent that unit to this applicant, offering him another unit at a different location to rent instead. No, this would likely constitute familial status discrimination, and landlords are not supposed to decide which units are suitable for tenants; tenants are.

Many callers from Indiana, and a couple from Kentucky, called to complain that they could not reach anyone at HUD or EEOC. Explained about the partial federal shutdown.

Caller said that employer had fired him without notice and told him he could not file for unemployment benefits. No evidence of race, etc., discrimination. Explained to caller that he had the right to file for unemployment benefits if he so chose, and that former employer could not prohibit him from filing. Referred to Workforce Development.

Email writer, an African American woman, said that she felt she had been mistreated at a place of public accommodation. Staff imposed a rule on her and her companions that she did not think they imposed on white customers. Before she contacted BHRC, she talked to management, who told her the staff person had been wrong. Management apologized and promised to do training for staff. Email writer is not planning on filing a formal complaint with BHRC at this point but did want BHRC to be aware.

Caller said a friend told her that a social service agency which provides emergency housing does not allow guests to have emotional support animals. Sent agency documents showing that shelters do need to accept emotional support animals under the fair housing laws.

Email writer said her husband needed to move to the basement for accessibility reasons. Basement needs repair; she thinks the homeowners' association should pay for the repair and HOA thinks homeowner is responsible. Not a fair housing issue; referred to HAND for possible rehab or emergency repair assistance.

Email writer said he was unfairly convicted in Monroe County Court about 15 years ago. He wanted an apology from the judge, a refund plus interest and the case removed from his record. Referred to private attorney for expungement advice and maybe post-conviction relief. No human rights issue apparent.

Caller, an African American woman, said that her supervisor, a white woman, had made a comment about how the caller looked good in bright colors and she wished she had the skin tone to wear those colors. Caller felt this was an example of a micro-aggression and wanted to file a complaint. Explained that the comment, alone, likely was not evidence of an adverse employment action and suggested talking to the supervisor about the comment before filing a complaint.

Caller, an African American woman, said that a week earlier, a white co-worker called her both the b word and the n word and left the workplace, slamming the door as she did so and apparently quitting. But the white woman returned to work two days later, apparently still employed and apparently not having been disciplined for her comments. Caller asked if she could still file a complaint if she quit; yes. She said she may call back after she explores her options, but has not.

Visitor to office said she had been fired by religious employer. Employer allegedly required her to engage in Bible study and required her to stop taking medications. Her job performance suffered when she went off her meds, and employer fired her because of her job performance. Said would follow up with more information but thus far has not. Advised her to file for unemployment. She said employer had claimed they did not have to participate in the unemployment compensation program; advised her to file anyway.

Visitor to office felt mistreated by judge, whom he felt was saying slanderous things about him outside the courtroom. Explained he could file a complaint with the state supreme court and printed up copies of complaint form for him.

Caller said employer said he had to accept a transfer because he was color blind. He had been doing his job for years without a problem, but employer wanted to transfer him to follow regulatory recommendations. Explained that most courts have not found color blindness to be a disability under the ADA and that company was not in City limits, but offered to prepare him an EEOC complaint if he wanted. Decided not to pursue.

Email writer wanted police and HRC to investigate an individual. The email writer alleged that the individual and a religion had engaged in sex trafficking, pornography, passport theft and sexual assault. Writer was from another Bloomington; referred to correct Bloomington.

Caller said her son rented an apartment in a new building last fall. She and her mother visited recently and elevator was not working; has never worked. Referred to county building department.

Caller had questions about hate crimes bill. Asked if it would apply to someone who makes insults; not unless insults qualified as a crime. Asked repeatedly if it would apply to someone who gave something to someone and someone else was not happy about that gift. No, likely not.

Visitor to office said he had filed a complaint with the EEOC against an employer who is not subject to the Bloomington Human Rights Ordinance. EEOC gave him a right to sue letter; he has 90 days to file a lawsuit; after 60 days had passed, his lawyer said he could not file a lawsuit for him. Asked BHRC to file a lawsuit for him. BHRC can't do that; referred to private attorney.

Visitor to office said he had been fired based on unfounded charges that he had sexually assaulted a coworker. He denied the charges but agreed that the employer was dealing with a he-said she-said situation, with no witnesses, and had to decide whom to believe. He is African American but did not believe race played a role in the termination. Explained that his allegations did not come under the Bloomington Human Rights Ordinance and suggested he file for unemployment benefits. He asked if he could sue the woman for slander; referred to private attorney.



Email writer, after reading the March issue of BHRC's monthly newsletter, Rights Stuff, asked several questions about what the BHRC does and about articles. Answered questions.

Email writer said that he had asked his landlord to let him and his wife transfer to an apartment with almost no carpet for medical reasons; wife has asthma. Doctor's note said tile would be best for wife's medical condition; also said that best for her to have an apartment that had not had pets. Landlord refused transfer because apartment they wanted had had a pet, but email writer said tile could be thoroughly cleaned and it would be better than where they were currently living. Apartment is not in Bloomington or Monroe County; offered to help prepare complaint for filing with ICRC and/or HUD if further discussions with landlord are not productive.

Caller had questions about a probate bill pending before the Indiana legislature. Asked McKinney to explain the legislative process and how she could influence the language of the bill. McKinney did so to the best of her ability. Asked McKinney if she (McKinney) could draft an amendment to the bill. No. Asked McKinney if she charged for her services. No. Asked if she could call again with questions and not be charged. Yes. Called again in 15 minutes and asked when the bill she was concerned about would go into effect; if passed, July 1. Asked how that could be delayed. Suggested she contact her state representative or senator.

Caller said she had a client with increasing mobility issues. Her business is not accessible; it's in an old building and she cannot afford to make it accessible. Her employees have been carrying the client into the building. Asked if she could be sued for refusing to serve this client. Gave general information about the ADA and referred to private attorney.

Caller said her husband is Latino. New property management is not treating her husband well, demanding only on-line payments, refusing to let him have his company truck in parking lot, restricting him from use of facilities, etc. Landlord not in city limits; referred to MCHRC.

Caller said that her daughter was being harassed by a fellow tenant. Tenant made false reports to CPS, complains about smells without reason, etc. No evidence of race, etc., discrimination, and not in the City limits. Referred to private attorney and/or Student Legal Services; caller then said daughter was in the midst of being evicted for nonpayment, so she probably won't pursue any remedy. Caller said that every jurisdiction needs code enforcement like Bloomington; suggested she contact her elected representatives.

Inmate who wants to move to Bloomington upon his release wrote city legal asking for advice; made referrals.

Visitor to office said he wanted to know when a nonprofit board meets but didn't want to ask them himself. Agreed to email head of board to try to find out.

Caller had questions about laws on service animals; referred to Department of Justice's frequently asked questions on line.

Caller complained that landlord did not give her notice when maintenance was coming and that maintenance employees had stolen her prescriptions. Not a BHRC issue; referred to BPD and/or private attorney.

Caller said she had a discrimination issue with a Columbus business. Referred to Columbus HRC. Caller said that ICRC had told her that Columbus did not have a HRC, that BHRC was the closest and that BHRC could help. Gave her the number of the CHRC.

Caller said he knew of a person with a disability who was evicted for being "annoying" and will soon be homeless. Referred to Indiana Legal Services.

Caller said she wanted to come in to apply for Medicaid. Told her she had the wrong office. Said the library told her we could help her and asked to schedule an appointment. Told her again that she had the wrong office. Tried to make referrals while she insisted we help her.

Caller said her landlady allowed her to leave her bike and her children's bikes outside for months. But then landlady said if the bikes were in the way when she needed to mow, she would cut the locks, toss them and file for eviction. Landlady also said at first that it was acceptable to leave a children's swimming pool in the yard and then said she was paying for the water and pools were not acceptable. She said if the caller continued to use the pool, she would move for eviction. Lease does not address either issue. No evidence of race, sex, etc. discrimination, and property not in city limits. Referred to Indiana Legal Services.

Caller said that landlord is giving Section 8 tenants a hard time, possibly because he wants to convert the property to student housing. No evidence of sex, race, etc. discrimination. Referred to Tenant Assistance Project and BHA.

Candidate for city council in southern Indiana had questions about Bloomington's Living Wage Ordinance, whether Indiana cities may raise the minimum wage in their jurisdiction and state common construction wages. Sent her the state law citations prohibiting local governments from raising minimum wages and repealing common construction wage requirements for projects funded with state or local funds.

Caller said she lived in an apartment building designed for older residents. She was outside in a common area, sitting on a bench, with her walker at hand. The landlady told her she could not leave her walker there. Caller said her walker was not blocking a path. Agreed to write landlady and remind her of the fair housing act and the requirement that property managers provide reasonable accommodations to people with disabilities. Landlady responded to letter; said that the walker had been in the path and far away from the caller; said that the residents frequently left barriers in the pathways, causing problems for other residents.

Email writer, an IU student, asked for list of accessible restaurants in Bloomington, number of people who use wheelchairs in Bloomington and their income. Provided her with list of businesses that have been given a CCA decal and made referrals for other questions.

Caller said that he is from Evansville and had questions about his employment rights. He said he had made numerous calls and had not found anyone who could help him. Asked if he had contacted the Evansville-Vanderburgh County HRC for help; he said Evansville did not have an HRC. Gave him the telephone number of the Evansville HRC.

Caller said that landlady was unfairly charging her a pet fee for her emotional support animal. Sent landlady a copy of HUD policy saying tenants can't be charged a pet fee for emotional support animals, but can be charged for damages caused by the animal. Landlady said they didn't charge caller for her first cat, an emotional support animal, but did charge her for the second one, which caller initially said was an emotional support animal for her first cat. Landlady said they had charged caller for a new carpet because the cats had urinated and defecated on the carpet. Caller denied her cats had damaged the carpet, saying what the landlady called feces was actually just a hairball and saying the landlady should have had the item tested to see what it was. Referred to private attorney or CJAM since issues were more complicated than simple accommodations.

Woman left letter at City Legal's door; cover said Commission on Aging but also included McKinney's name and title. Letter complained about bus services in community outside of Bloomington city limits and possibly other issues; handwriting was difficult to decipher. Wrote her a letter with possible referrals and suggested she contact her elected representatives if she was not happy with state-funded transportation. She called back, said she knew McKinney could not help her, that elected representatives are useless and corrupt, that McKinney should know that, that she didn't understand why McKinney responded since the letter was for the Commission on Aging and that she needed help getting a health aide to show up as scheduled. Sent her letter to staff liaison with the Commission on Aging.

Department of Interior sent BHRC an email thanking the BHRC for its feedback. Apparently someone submitted a complaint to the DOI, using the BHRC's email address, complaining that after he reported Hillary Clinton's email to the FBI, she ordered that he be assassinated. He wanted the US to open an international trial to stop all crimes and subversive activities against Algeria and him. We let DOI know that we did not submit this feedback.

Caller said that a coworker told him that other coworkers texted and emailed lies and racial comments about him. He went to HR and HR did nothing. Then he got transferred to a new job without explanation. Not in city limits; referred to MCHRC.

Caller wanted to know what was going on with the complaint she had filed with the BHRC some time ago. She had filed her complaint with the Bloomington, Minnesota HRC; referred her there.

Caller said that she had been charged with a crime but was not guilty. Referred to criminal defense attorney. Also said that she had lost her subsidized housing because she rented out a bedroom through Airbnb. She thought that was unfair. Not a BHRC matter. Referred to private attorney.

Student had questions about fighting words and provocation, believing the issue relevant to the farmers' market controversy. Attempted to answer questions and referred to police and/or prosecutor's office for questions relating to criminal law.

Visitor to office wanted to report someone who had made threats and who owns guns, but visitor didn't want to call police because of bad experiences he has had in the past. Suggested he use anonymous ureport; he agreed to do so.

Caller said that she had been fired from her Indianapolis job while she was on medical leave. She called the EEOC, who referred her to the BHRC. Explained BHRC does not have jurisdiction over Indianapolis employers; relayed conversation to EEOC, as this happens repeatedly.

Email writer wanted BHRC to investigate leaders of Jehovah's Witnesses as Watchtower terrorist group leaders, claiming proof of murder of Sri Lankan innocents.

Caller said that her roommate was dangerous and she was trying to get a restraining order and to move out. She asked for an air conditioner for her apartment; while she was out of town, landlord installed room air conditioner in roommate's room. Landlord is also refusing to honor promised rebate. No discrimination issue apparent; referred to HAND and/or Student Legal Services. Caller's mother got on the phone and yelled that the BHRC would help her daughter if she were "colored."

Visitor to office said that she has a disability and an emotional support animal. New landlord said she had to pay a pet deposit, which HUD says is not allowed for emotional support animals. Tenants have to pay for any damage the animal causes, but do not have to pay a deposit. Sent landlord a copy of the HUD rule and landlord agreed to change policy.

Caller said that her landlord has not properly addressed flooding issues; she has complained to HAND about that and HAND is looking into issue. She is behind in rent and is now being threatened with eviction. She thinks the eviction is related to her complaint to HAND, but admitted she is several months behind in rent. Referred to township trustee and Indiana Legal Services.

Caller said former landlord won't allow her to move back in even though she had not caused problems before. She said she needed an emotional support animal and that her landlord didn't like her because she didn't want to mix with mixed people. Not in BHRC's jurisdiction; referred to ICRC.

Visitor to office said that he had an eviction hearing the next day. He had numerous issues, including mental health issues, adjusting to medications issues, communication issues, anxiety issues, etc. Made referrals.

Caller said that she needs someone to spend the night in her apartment for medical reasons; landlord said the night person can't be a friend but has to be someone from an agency. BHRC has no jurisdiction over the landlord; referred to ICRC, HUD and/or private attorney.

Caller, a landlady, said she has a three-bedroom house, currently rented by two women. She is looking for a third person and asked if she could refuse to rent to a man. Said that courts have said that tenants have the right to discriminate as far as who they share living quarters with, but landladies can't, unless they also live in home.

Caller said that he had spoken with the BHRC in 2008 and BHRC helped him file a complaint with the EEOC. EEOC gave him a right to sue letter; he went to court. Now he has documents from the court with inaccurate information; the documents say there was a hearing and he had an attorney. He said none of that is true. He wanted to meet to discuss his documents and his rights; referred to EEOC and/or private attorney instead.

Woman for whom we had filed a complaint with the EEOC in early 2019, against an employer over which the BHRC does not have jurisdiction, said she had received a letter from the EEOC but she didn't understand what it meant. Reviewed letter, explained it was a right to sue letter, and explained it meant that the EEOC had not found probable cause in her case, but she could now find a lawyer and take the matter to court. She wanted BHRC to take the case to court for her; explained we could not do that.

Caller said that he owns a business. He does not allow pets in his store. A customer came in with what he called an emotional support dog; the dog defecated in the store and chewed on some merchandise. Customer told store owner that he couldn't take any action against him because he has a disability and his dog is an emotional support animal. Explained difference between service animal and emotional support animal (stores don't have to allow emotional support animals in) and explained that business has right to eject an animal that is misbehaving in this fashion. Sent him DOJ handout on service animals and emotional support animals.

Caller said that he had filed a complaint with the EEOC 15 months earlier and he had not heard anything since. Said he now wanted to file his complaint with BHRC instead. Explained that he was outside BHRC's statute of limitations and his employment had not been in Bloomington; gave him telephone number of EEOC.

Visitor to office, a landlord, had questions about the lease her lawyer had written and how to evict a non-paying tenant. Referred to lawyer (current or new lawyer) and to Monroe County Apartment Association.

Email writer said that public accommodation outside of City limits would not allow her service animal to enter the premises. Referred to MCHRC. She called back later and said problem had been resolved.

Caller, for whom we had prepared an EEOC complaint earlier in 2019 because BHRC did not have jurisdiction, said she had received a right to sue letter but could not find a lawyer. Asked McKinney to help her find an attorney; gave advice on possible resources.

Caller said that she had worked for employer for two weeks and never got paid. Former boss repeatedly tells her to "come back tomorrow and a check will be ready." Referred to Wage and Hour Division of Indiana Labor Board.

Caller said she was living in a shelter. She said another resident falsely accused her of having hit her with a cane. She said she never would have done that and resented staff asking her about it. She also talked about having dementia, having many things stolen from her at various shelters and related issues. Tried to make referrals.

Caller left message saying landlord had promised her a first floor apartment, which she needed because of disability. Apartment not ready on date promised and not ready on second promised date. She cancelled contract and wanted to file complaint. Left message; no return call.

Caller said she had an elderly friend who lives in facility outside city limits. Management lets residents smoke and she fears her friend will die in a fire. Tried to make referrals.

Email writer had questions about religious discrimination in education. Answered questions.

Caller wanted to register his domestic partnership with the City. Told him City recognizes domestic partnerships for its employees if they register with the City, but has no other such program. He said the county said the City does. Repeated that City does not, except for employees.

Email writer had questions about church's obligations to comply with the ADA. Answered questions.

Caller told a long story about possible discrimination at the hotel where she worked. Hotel was in Evansville, not Bloomington; she thought she had to call BHRC because she used to live in Bloomington. Referred to Evansville-Vanderburgh County Human Relations Commission.

Email writer wanted to file a complaint against her employer for not paying the living wage. Employer is not subject to living wage ordinance. Writer asked how she could get minimum wage increased; referred to state and federal legislators.

Visitor to office said landlord wanted her to renew her lease for 2021 in the very near future. She said she was looking for a more accessible apartment and wanted to know if they would have to extend her time to renew as an accommodation. Suggested she email landlord and ask for more time, explaining why. Landlord let her know that she could cancel her lease with 30 days' notice at any time since she was a long-term tenant and that he would let her move into a more accessible unit at current complex if one became available. Visitor was satisfied with response.

Caller said that landlord was not maintaining his ex-wife's apartment. Ex-wife is on Section 8. Landlord remodels and maintains apartments rented at a higher price but neglects apartments rented with rental assistance at a lower rent. Not a BHRC issue; referred to BHA and/or private attorney. Tenant had already complained to HAND which had mandated repairs. Caller called back two weeks later with same complaint; gave him same referral.

Email writer said he had been discriminated against at his former job on the basis of age and/or sexual orientation. He included an article describing the harassment he had experienced at a store in the Mall of America. Suggested he contact the Bloomington, MN HRC.



Caller said she had seen a BHRC fair housing brochure in the HAND office that included the list of protected classifications. She asked why political affiliation or belief was not included. Explained that local governments are limited by state law provisions and suggested she contact her state rep and/or senator.

Caller said she felt her supervisor was not properly accommodating her pregnancy-related medical restrictions. She had not yet talked to HR. Suggested she talk to HR, bringing along medical documentation, and then call BHRC back if issues remain. Did not call back.

Caller said that a landlord would not rent to her because of his no-pets policy. Caller has an emotional support cat and medical documentation. Sent landlord email with HUD requirements for landlords. Caller said that landlord then blocked her and will not communicate with her. Referred her to HUD and/or the ICRC since not within BHRC's jurisdiction.

Caller had questions about a woman with a disability who brings three service animals to events, a trained service dog for her and two service dogs in training. Tried to give general advice.

Caller said her property manager wanted her to advertise rentals saying no undergraduates may apply. She asked if that is legal. Being a student is not a protected category. She said it might violate her professional ethical rules; told her we couldn't advise on that.

Caller said he was being harassed and threatened with eviction because of his sexual orientation. Landlord not within BHRC's jurisdiction; referred to HUD and/or Indiana Legal Services. Called again a few weeks later; again explained BHRC didn't have jurisdiction. He said, "So I don't have any rights?" Again referred him to HUD and/or ICRC; he already had a lawyer at ILS. Asked if he could just move out before eviction; suggested he consult his attorney.

Caller said she has a disability and an accessible parking space adjacent to her apartment, but other tenants keep parking there. Landlord says he can't tow without giving person parking in that space 24 hours to move. State law does say that, but does allow for immediate towing if necessary for efficient business operations or safety; suggested caller print up the law and give it to landlord, and/or consult Indiana University Student Legal Services.

Caller said her landlord is banning smoking as of 1/1/20. She asked if the landlord has to provide tenants with a smoking area. Told her we have no idea. She said she thought this was discrimination against smokers. Explained that being a smoker, or not being a smoker, is not a protected class. She said it should be.

Caller said she has been assaulted by fellow tenants and is now being threatened with eviction. She said she was told that by a police officer that if she filed a police report, she would be arrested. She lived in Terre Haute, referred to her local police chief or Board of Public Safety. She said they won't help. Referred to Indiana Legal Services.

Called said landlord evicted him without giving him a chance to set up a payment plan. He's African American. Landlord allowed white tenant to set up a payment plan. Scheduled meeting but did not show.

Caller said her daughter, who works in northern Indiana, was made to work in back of grocery store washing dishes, which was not in her job description, because her hair was "nappy." She also said her daughter's co-workers made fun of her hair. Referred to appropriate human rights commission.

# BLOOMINGTON HUMAN RIGHTS COMMISSION HATE INCIDENTS REPORT

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January 1, 2019 – December 1, 2019

**\*\*Warning: this report includes offensive language to provide an accurate portrayal of these incidents.\*\***

In August, 1990, the Bloomington Common Council unanimously approved an amendment to the Bloomington Human Rights Ordinance which gave the Bloomington Human Rights Commission the explicit authority to collect data and issue reports on hate incidents within our community. We accept reports from police departments, individuals, groups and the media. We also accept anonymous reports. Our goal is not to investigate these incidents, as we do not have the authority, training or resources to conduct that type of investigation. Rather, our goals are to serve as a referral resource and sounding board for victims, to work with community groups to coordinate responses to hate incidents when appropriate and to make our community more aware of the prevalence of hate incidents by issuing these periodic reports.

Please note, not all of these incidents constitute crimes, but all do indicate apparent bias.

- In January, 2019, we saw media accounts of verbal harassment on campus. A white man had been seen on campus yelling comments at African Americans such as "There's a majority here. Do you understand me?" He's also used the word "nigger." An African American woman told the IDS that she was the only black person of about 50 people waiting for the bus when the man approached her. She said it was almost like the crowd parted the way for him to come up to talk to her. She said no one warned her or talked to him, and no one asked if she was ok after. Campus officials investigated.

- In January, 2019, we saw media accounts of hateful graffiti being found on the restroom stalls at Bloomington High School North. Someone wrote on several restroom stall walls, “KKK” and “Kill all Jews.” Custodians painted over the graffiti. Police investigated. Later that same month, we saw two additional media accounts of hateful, anti-Semitic graffiti written in black pen in the men’s room at North. BHSN identified a suspect.
- In January, 2019, we received a report online about a property manager calling tenants “Mexican trash.”
- In March, 2019, we received a report about an assault that happened in late February. An African American man reported he had been subjected to racial slurs and when he responded verbally, he was physically attacked. His attacker was arrested and charges are pending.
- In May, 2019, we received a report that two parking meters were vandalized with swastikas and the words “white power.” The City removed the graffiti.
- In August, 2019, we received reports of numerous KKK flyers being distributed around town. BPD investigated.
- In August, 2019, we received a report from a woman who saw a man downtown verbally harassing passersby, yelling “Are we in Berkeley?” to two women who were holding hands and “Asian, Asian” to an Asian man. She also reported the incident to BPD.
- In August, 2019, we received a report the “KKK” had been painted on a highway overpass. BPS investigated. The graffiti was painted over.
- In August, 2019, we received a report that a swastika had been painted on a sign at the entrance of a neighborhood. Police investigated.
- In August, 2019, we received a report that a swastika had been painted on a public sign. The caller also reported the vandalism to BPD.
- In September, 2019, we received a report that Delores Huerta and her daughter Alicia were subjected to verbal slurs that questioned their presence on campus. Delores Huerta, a noted labor leader and civil rights activist who co-founded the Farmworkers Association with Cesar Chavez, was in Bloomington to give the keynote address as part of National Hispanic Heritage Month.

# STEPS IN PROCESSING A FORMAL COMPLAINT

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1. Complainant who believes he/she/they have been discriminated against makes an appointment with a BHRC staff member.
2. The director or assistant interviews the complainant to determine if the BHRC has jurisdiction. If we do, the complaint is written, signed and notarized. If not, the complainant is referred to the appropriate agency.
3. The respondent is notified of the complaint by certified mail and has 20 days to respond.
4. The case is assigned to a commissioner, who will investigate the complaint along with the director.
5. The director and investigating commissioner collect and summarize the facts. They interview both parties and witnesses, do legal research and collect documentation to obtain the best evidence available for each side.
6. If the respondent wishes to settle the complaint before an investigation is completed, the director and investigating commissioner strive to mediate a settlement between the complainant and respondent. This agreement must then be approved by the BHRC.
7. If the case is not settled, the director and investigating commissioner issue a finding after a complete investigation.
8. Both parties are notified of the finding.
9. If the finding was no probable cause, the complainant has 10 days in which to file a written appeal with the chair of the BHRC. A hearing is then held and the chair has 20 days to either uphold the finding or overturn the finding. If the finding is overturned, then the case proceeds to negotiations as if probable cause had been found originally.
10. If the finding is probable cause, the director and investigating commissioner attempt to negotiate a settlement that is agreeable to both parties and approved by the BHRC. If the attempt is unsuccessful, the BHRC will hold a formal public hearing. The BHRC's decision after the hearing may be appealed to the court by either party.

# ESSAY QUOTES

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"President Trump is trying to build a wall. I do not agree with that at all. I think that everybody should be in harmony together. I think everybody is equal to each other and deserves to build a life here in America."

-Asyat Schulz

"Everybody immigrated here. I mean I didn't immigrate here, but my family roots are from other places. I guess my message is be nice to immigrants. We were like them at some point. So be nice."

-Eloise Gjerdingen

"Let us welcome more immigrants here because we need them, we need them all to come and bring new foods, new holidays, new religions, new items, and new life."

-Tiernan Lidster

"This is a free country. It should be free to everyone not just citizens of the U.S. America has been known to let immigrants in but in recent years we haven't. We should change that."

-Leora Baude and Todd Riggins

"America is made up of different races. It is a very diverse country; there are so many cultures that we as a country should learn to appreciate. Therefore, when it comes to having immigrants come to this county, there should be no difference in how we treat and appreciate their culture. In the future when more immigrants come to America, from anywhere around the world, I hope that we give them the same respect that we are trying to enforce now."

-Simone Hall

"Immigration has changed our society in countless ways by giving us new languages, cultures, stories, ways of educating and much more. Now you must think, where would I be if my family couldn't immigrate to America?"

-Elijah Fischer

"Always remember, immigrants are just people from different places and that doesn't give us any right to bully or mistreat them, they are most likely to invent the next most popular thing because they have it in their blood. I am glad immigrants came here, otherwise I would have to go far away to eat my favorite food."

-River Kemp

"I think immigrants have both good and bad impacts, just like us, so we should treat them the same as everyone else. They help the economy by contributing to the work force and paying into social security benefits without receiving those benefits. They are bad for the lower income part of our economy because they take lower job wages, particularly in black and Hispanic communities. But I believe that they are equal: it just depends on which population of our society you consider. I believe that immigrants coming to this country seeking a better life should be embraced and treated with the same respect that all of the rest of us are treated because they are human beings just like us."

-Miles Shipley-Krueger

"People are important. Meeting new people is beneficial. Making new friends is essential. People who don't like immigrants would say, "We don't need to meet new people, especially from different countries." We do need to meet new people, it's good for you."

-Lily Mason

"So what happened to the Statue of Liberty, a sign to welcome all immigrants to the U.S. My dad is an immigrant that immigrated to the U.S. Immigrants bring their food, sports, and culture to the U.S. Everyone has an immigrant in their family. I believe that immigrants should not be treated differently just because they are from a different country."

-Ezra Fischer

"Welcoming immigrants has changed our society as part of our history, and today in our everyday lives. While there are some bad people out there, to quote Donald Trump, 'They are bringing drugs, they are bringing crime, they are rapists.' Most people wanting to immigrate are good people searching for better lives. We have to stand together to welcome immigrants and treat them as the human beings that they are."

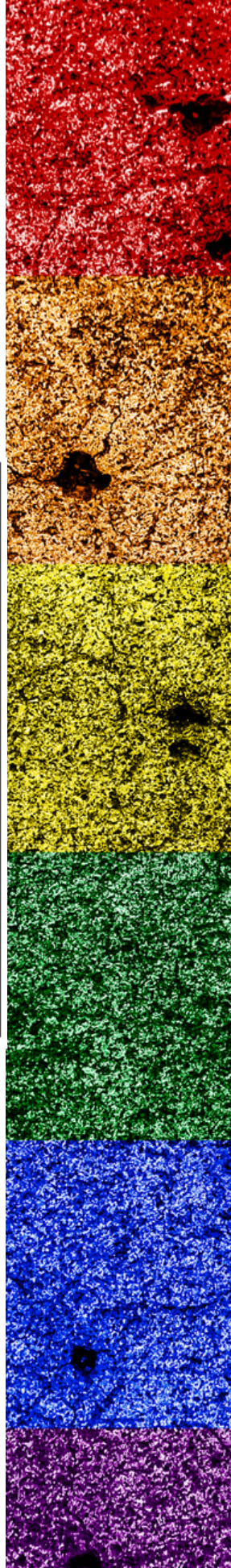
-Braelyn Dimick

# BLOOMINGTON HUMAN RIGHTS COMMISSION 2020 MEETING DATES

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January 27, 2020	5:30 p.m.	McCloskey Room
February 24, 2020	5:30 p.m.	McCloskey Room
March 23, 2020	5:30 p.m.	McCloskey Room
April 27, 2020	5:30 p.m.	McCloskey Room
May 18, 2020	5:30 p.m.	Hooker Room
June 22, 2020	5:30 p.m.	McCloskey Room
July 27, 2020	5:30 p.m.	McCloskey Room
August 24, 2020	5:30 p.m.	McCloskey Room
September 28, 2020	5:30 p.m.	McCloskey Room
October 26, 2020	5:30 p.m.	McCloskey Room
November 23, 2020	5:30 p.m.	McCloskey Room
December 28, 2020	5:30 p.m.	McCloskey Room

The Human Rights Commission typically meets the fourth Monday of the month.





# Human Rights

## Award Winners

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The BHRC began recognizing individuals and groups who have made specific, significant contribution to improving civil rights, human relations or civility in our community in 1997. Here is a current list of those who have been honored.

2017- Bloomington PRIDE

2015- Bloomington Police Department Resource Officer Program

2014- Bill Breeden

2013- David Metheny

2012- Guy Loftman

2011- Virginia Hall and Father Charlie DuPree

2009- New Leaf / New Life

2008- Voices & Visions and Helen Harrell

2006- Lillian Casillas

2005- Roberta McCloskey

2004- WFHB and Doug Bauder

2003- Bill of Rights Defense Committee and Congressman Frank McCloskey

2002- Council for Community Accessibility and Rev. Ernest D. Butler

2001- Clarence and Frances Gilliam

2000- Daniel Soto and John Clower

1999- Study Circle Project and Dick McKaig

1998- Bloomington United on behalf of “all citizens of Bloomington who stood up for inclusion and against hatred”

1997- Bloomington High School North

# FORMER COMMISSIONERS

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## 1960's

Rev. E. Daniel Butler  
Mrs. David Dansker  
Jack N. Ray  
Dr. Harry Yamaguchi  
William H. Andrews  
Rev. Robert Kirk, Sr.  
Rev. A. Hardy Nall, Jr.

David S. McCrea  
Dustin McDonald  
Betty Rowan  
Robert F. Terry  
Regina Friedman  
Irving Fell  
Mrs. Russell DeMotte

Bill Hayes  
Dr. Harry Day  
Samuel M. Loescher  
E.E. Bridgewaters  
Rev. Joe Emerson  
Brad Bayliss  
Craig Tregilgas

## 1970's

Frank Thomas  
Clarence Gilliam  
Dr. Joseph Russell  
Dr. Jerry Ruff  
La Verta Terry  
Father Robert Borchertmeyer  
Joan Simkowitz  
William Jairrels  
William Smith  
John Irvine  
Tobiatha Eagleson  
Viola Taliaferro

Howard Canada  
Christine Lannucilli  
Daniel Gad  
Valerie Tarzian  
Robert Tucker  
Frederick LaCava  
Christine Mitchell  
Robert Epps  
William Gephart  
Mary Mitchell  
Ronald Foley  
Fran Koski

Jorge Oclander  
Mary Foster  
Tula Kavadias  
Mark Schenk  
Charles Webster  
Quincy Erickson  
Mary Hayes  
Rev. Joseph Walker  
Richard Randall  
Rev. William Webster  
David Jimenez  
Robert Cole

## 1980's

Robert Cole  
John Pickle  
Quincy Erickson  
Tobiatha Eagleson  
Ron Foley  
George Foster  
Tula Kavadias  
Christine Mitchell

Bob Tucker  
Ben Waxler  
Frona Powell  
Nora People  
Lorraine Rodts  
Lorelei Meeker  
Bridget McKinney  
Chris Gardner

Roscoe Ellis  
Bob Dunn  
Edwin McClean  
Rev. Charles Rogers  
Mary Ellis  
Wanda Reisz  
Lauren Robel  
Cassandra McConn

# FORMER COMMISSIONERS

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Jorge Oclander  
Doris Sims

Jerry Vuke  
Wilanna Smith

John Pickell

## 1990's

Harry Yamaguchi  
Mary Ellis  
George Foster  
Henry Hofstetter  
Steve Sanders  
Dr. Michael Wenzler  
Alan Yip

Marie Phillips  
Charlie Laganza  
Barbara Fawcett  
Bob Dunn  
Lauren Robel  
Rev. Greg Wilson  
Barbara Wolf

Patty Muller  
Doug Bauder  
Dr. Fritz Lieber  
Gwen Jones  
Rev. Michael Anderson  
Jack Hopkins  
David Reidy

## 2000's

Dr. Fritz Lieber  
Steve Sanders  
Vicki Pappas  
Pam Huggins  
Jeff Harlig  
Luis Fuentes-Rohwer

David Reidy  
Josh Cazares  
Doug Bauder  
Nancy Metz  
Maria del Pilar File-Muriel  
Dorothy Granger

Rev. Michael Anderson  
Melanie Castillo-Cullather  
Suzette Sims  
Shaunica Pridgen  
Emily Bowman  
Beth Kreitl

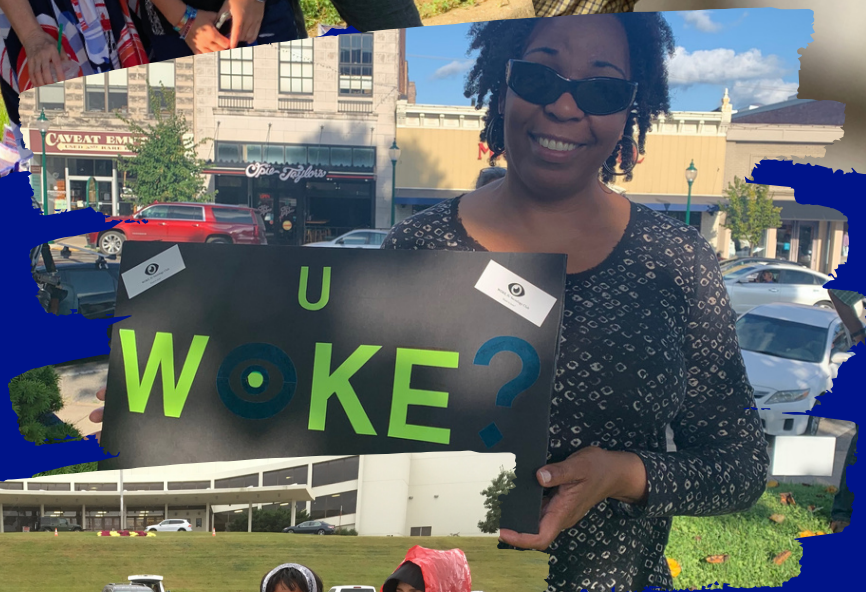
## 2010's

Luis Fuentes-Rohwer  
Amy Jackson  
Teri Guhl  
Drew Larabee  
Beth Applegate  
Rhonda Gambill

Beth Kreitl  
Dorothy Granger  
Alice Tischler  
William Morris  
Pete Giordano

Emily Bowman  
Alexa Lopez  
Michael Molenda  
Birk Billingsley  
Jacob Snodgrass





For more information about the  
BHRC, call 812-349-3429,  
email  
[human.rights@bloomington.in.gov](mailto:human.rights@bloomington.in.gov)  
or visit  
[bloomington.in/gov/boards/humanrights](http://bloomington.in/gov/boards/humanrights)

# BHRC 2020 Budget

## HUMAN RIGHTS DIVISION SUMMARY SHEET 2020

DESCRIPTION	BUDGET
<b>200</b>	
52110- OFFICE SUPPLIES	250.00
52410- BOOKS	2,023.00
52420- OTHER SUPPLIES	1,200.00
<b>TOTAL 52000'S</b>	<b>3,473.00</b>
<b>300</b>	
53120 -SPECIAL LEGAL SERVICES	0.00
53160 -INSTRUCTION	1,200.00
53170 -CONSULTANTS AND WORKSHOPS	400.00
53210 -TELEPHONE	100.00
53220 -POSTAGE	50.00
53230 -TRAVEL	1,200.00
53310- PRINTING	375.00
53320- ADVERTISING	400.00
53910- DUES & SUBSCRIPTIONS	345.00
53990- OTHER SERVICES & CHARGES	900.00
<b>TOTAL 53000'S</b>	<b>4,970.00</b>
<b>400</b>	
54450- EQUIPMENT	0.00
<b>TOTAL 54000'S</b>	<b>0.00</b>