

BLOOMINGTON HUMAN RIGHTS COMMISSION

Director's Quarterly Report

July to September 2023

I. Discrimination Complaints

A. Pending from previous quarters

1. Commissioner Radewan's case, previously 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 Williams' Case
 - a. Woman filed complaint alleging discrimination in housing on the basis of disability in June, 2023
 - b. Will close pending no appeal

B. New cases

1. Commissioner Gray's Case
 - a. Woman filed complaint alleging discrimination in employment on the basis of disability in July, 2023
 - b. Investigation pending

C. Complaints filed with other jurisdictions

1. No Assigned Commissioner—conflict of interest
 - a. Man filed complain against property manager on the basis of disability (this actually took place in June, 2023). Transferred to EEOC

II. Miscellaneous Inquiries

- A. Columbus Human Rights Commission called to discuss possible labor trafficking from Columbus to Bloomington. Referred her to National Labor Trafficking hotline or IPATH.
- B. Anonymous report was made regarding a rental company without indication of discrimination. No action was taken.
- C. Individual, a woman, complained of disability discrimination due to a lack of accommodations for the remodeling of her apartment. Discussed ways to approach management regarding the issue.
- D. Individual, a woman, called to report suspicions of discrimination against a neighbor. Referred her to local law enforcement.

- E. Individual, a woman, complained of disability discrimination due to a lack of wheelchair accessible access to the laundry room at her residence. Referral pending.
- F. Individual, a woman, called numerous times regarding general complaints, though the type of discrimination isn't clear. Referred her to the BMCHRC intake form and the Human Rights Ordinance.
- G. Individual called to report potential wage discrimination at a restaurant on behalf of a friend. Referred caller to Indiana's Department of Labor Wage and Hour Division or Indiana Legal Services.
- H. Couple complained of sexual orientation discrimination after not receiving a refund at a hotel. Requested more information and documentation of the interaction.
- I. Individual, a minor, called to report sexual orientation discrimination at a Christian school after being kicked out due to the school believing he was gay. Suggested further conversation to determine if a case should be filed.
- J. Individual, a man, called to report racial discrimination in employment after coworkers and supervisors were using racial slurs. Set up an intake before realizing the caller is in Bloomington, Minnesota.
- K. Individual, a woman, called to complain of a lack of handicap accessible parking and entrances at two separate establishments. Director will investigate the issue.
- L. Individual, a man, called to complain of a landlord making him pay a deposit on his emotional support animal. Found statute to support the caller's complaint and spoke with landlord. Caller will call back if communication breaks down.
- M. Individual, a woman, called to complain of a post-secondary school reducing the amount of credit hours she receives when she is late due to caring for her disabled daughter. Referred her to Terre Haute Human Relations Commission.

III. Publicity

- A. Emailed monthly newsletter, *Rights Stuff*, to 100+ individuals and organizations
- B. Sparks regularly updated BHRC Facebook Page
- C. WISH-TV, covered the United Against Hate Forum:
<https://www.youtube.com/watch?v=kG3S0LPhsWI>
- D. Shermis was interview for an article for Ethnic Media Services:
<https://ethnicmediaservices.org/news-exchange/how-a-hate-crime-in-indiana-became-a-rallying-cry-for-asian-americans/>

IV. Networking/Education

- A. Shermis produced United Against Hate Forum with Sparks assisting and Shadday was a panelist. Commissioners Coover, Radewan, Gray, and Williams attended.
- B. Shermis attended Economic Stability Advisory Group meetings for the South Central Community Action Program in July and September
- C. Shermis completed training on "Invisible" Disabilities and the ADA
- D. Shermis completed training on ADA and Lodging
- E. Shermis completed training on AT-on-Demand: Your Assistive Technology Instantly on Any Computer
- F. Shermis attended monthly meetings for the Nonprofit Alliance's Community Outreach Breakfast
- G. Shermis presented at the Americas' Conference on Information Systems on digital accessibility
- H. Shermis attended an Inclusive Transportation–Rethinking Transportation Planning and Engineering webinar
- I. Shermis tabled at the Council for Neighborhood Association
- J. Shermis presented to an Inclusive Transportation – Rethinking Transportation Planning and Engineering
- K. Shermis presented at an O'Neil School of Public and Environmental on Designing and Managing Complex Projects
- L. Jackson and Williams tabled at the Monroe County Community School Corporation International Welcome Event
- M. Radewan attended Securing our Housing Futures: Tenant Protections for Federally-Backed Homes
- N. Radewan attended HUD's National Conversation at the Community Table
- O. Radewan attended a FHCCI Fair Housing Basics workshop
- P. Radewan attended the Board of Parks Commissioner meeting on tents/enclosed structures
- Q. Radewan attended the Building A Thriving Compassionate Community Implicit Bias Training co-sponsored by CHIP (Community Health Improvement Plan) Inequity, Discrimination & Bias committee
- R. Radewan attended a FHCCI The State of Fair Housing workshop
- S. Sparks attended Systemic Harassment webinar hosted by the EEOC.
- T. Sparks attended an EEOC webinar on FMLA and the ADA.
- U. Sparks attended an EEOC webinar on Retaliation.
- V. Sparks attended a webinar on Working Mothers, hosted by the EEOC and the Department of Labor.
- W. Sparks attended a webinar celebrating the anniversary of the March on Washington, hosted by the EEOC.
- X. Sparks attended an EEOC webinar on Women's Equality.
- Y. Sparks attended an EEOC webinar on the ADA and Mental Health.

- Z. Sparks attended a Know Your Rights webinar hosted by the OFCCP and the EEOC.

V. ADA and Accessibility Issues

- A. Shermis completed training on Equidox accessibility software training
- B. Shermis facilitated the Disabilities Service Providers' Coalition meeting
- 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 attended meetings of Digital Accessibility Working Group
- G. Shermis attended a meeting on closed captioning with members of Indiana Association for the Deaf and Seattle government members
- H. Shermis worked with an O'Neil School of Public and Environmental graduate student class and members of the Mobility Aids Lending Library on planning
- I. Shermis co-presented on a housing and transportation for disabilities study at a School of Public Health class
- J. Shermis trained two individuals on accessibility surveying
- K. Shermis attended Beyond the Ballot, a disability voter workshop
- L. Shermis attended a Transportation and Faith training