

Agency Update From The Executive Director

Some say that change is the only constant. We see the truth in that familiar adage every day with the changing weather and the transition from one season to the next. Technological advances are almost an everyday occurrence.

Here at the Kansas Human Rights Commission, the maxim that change is a constant is also true in various ways.

Governor Sam Brownback recently announced the addition of two new Commissioners, Melvin Neufeld and Joshua Ney. Both were confirmed by the Senate Confirmation Oversight Committee on September 1st, and have begun their official duties. Their appointments will be forwarded to the full Senate in January 2012. We welcome Commissioners Neu-

feld and Ney and look forward to working with them.

Governor Brownback designated Commissioner Neufeld as Chair of the Kansas Human Rights Commission. Chair Neufeld is familiar with the Kansas Human Rights Commission due to his long tenure and leadership in the Kansas House of Representatives, and his service on the House Appropriations Committee.

Chair Neufeld was instrumental in the mid-1990's in providing funds to the KHRC to initiate our nationally recognized mediation program administered by Kansas Legal Services. This program continues to be highly successful today and provides all parties to complaints filed with Commission a speedy, satisfactory ad-



William V. Minner
Executive Director

ministrative remedy.

As we greet two new Commissioners, we also say goodbye to two others. Commissioner Hanson was succeeded by Commissioner Ney. Commissioner Hanson, originally appointed in 2000 by Governor Graves, has served four Governors. Commissioner Clyde Howard announced his retirement from the Commission in

August. He was appointed in 2005 and served three Governors. Commissioner Howard was also the Commission's representative on the Governor's Profiling Task Force.

Each has served Kansans well through their dedication and service to the agency. They have used their knowledge, wisdom, and individual talents to further the Commission's mission. We thank Commissioners Hanson and Howard as they conclude their service.

Although change may be a constant, the KHRC's commitment to our mission and serving the citizens of Kansas remains steadfast and unwavering. Whatever challenges are placed before us, the KHRC will continue its excellent performance.

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Employment Law Seminar Registration

The Kansas Human Rights Commission has commenced registration for the 2011 Employment Law Seminar. The seminar will be a one day event on November 14, 2011, that focuses on employment law and human resources practices. The conference will be held at the Holiday Inn Holidome, 6th and Fairlawn, Topeka, Kansas.

The seminar features seven sessions. The units will cover timely issues and the most requested topics from the 2010 seminar evaluation.

Keynote sessions include the Americans with Disabilities

Act Amendments Act (ADAAA) and the newly issued ADAAA regulations, investigating and preventing harassment claims, and the Family Medical Leave Act (FMLA).

Break-out session topics include managing the toxic employee, the Genetic Information Non-Discrimination Act and other employee private information, unemployment appeals, and boundaries in the workplace.

Stacia Boden, Kathy Perkins, and Tezzie Wells will serve as keynote speakers.

Speakers for the break-out

sessions include Carol R. Bonebrake, Brett Flachsbarth, Alan Rupe, and Wyatt M. Wright.

The sessions were organized with employment attorneys, human resource professionals, legal assistants, paralegals and others in mind.

Attendees will receive a seminar notebook with resource materials on all presentations.

Registration cost is \$75.00 and includes snacks and a luncheon.

Pages 2 and 3 of this newsletter feature the agenda and registration form.

**Register online for
the KHRC
Employment Law
Seminar at
www.khrc.net**

2011 KHRC Employment Law Seminar

November 14, 2011

Holiday Inn Holidome, Topeka

625 S.W. Fairlawn (6th and Fairlawn)

Time	Topic and Speaker	
8:30 am - 9:05 am	Registration	
9:05 am - 9:15 am	Welcome and Announcements	
9:15 am -10:15 am Main Session	New Developments in the ADA, ADA Regulations, and the Equal Pay Act Tezzie Wells Supervisory Investigator Equal Employment Opportunity Commission	
10:15 am - 10:30 am	Snack Break	
10:30 am - 11:30 am Breakout Session #1	Dysfunction Junction: Managing the Toxic Employee Alan Rupe Attorney Kutak Rock, LLP	Genetic Information Non-Discrimination Act (GINA) and Other Employee Private Information Wyatt M. Wright Attorney Foulston Siefkin, LLP
11:30 am -12:30 pm	Lunch	
12:30 pm -1:30 pm Breakout Session #2	Unemployment Appeals Brett Flachsbarth Director of Appeals/Deputy Director of Unemployment Insurance Kansas Department of Labor	Boundaries in the Work Place Carol R. Bonebrake Attorney Holbrook & Osborn, P.A.
1:30 pm - 1:45 pm	Break	
1:45 pm - 2:45 pm Main Session	Investigating and Preventing Harassment Claims Kathy Perkins Attorney Kathy Perkins LLC Workplace Law & Mediation	
2:45 pm -3:15 pm	Snack Break	
3:15 pm - 4:15 pm Main Session	Solving the FMLA Puzzle Stacia G. Boden General Counsel Mission Group Kansas, Inc.	

KHRC Employment Law Seminar Registration

Name: _____

Organization: _____

Address: _____

City _____ State _____ Zip _____

Phone: _____

E-mail: _____

Professional Background /Check One:

Attorney

Human Resource Professional

Other _____

Would you like to receive a certificate of participation?

Yes No

Registration deadline is Nov. 8th. Please send the registration fee of \$75 to the Kansas Human Rights Commission, 900 SW Jackson, 568-South, Topeka KS 66612-1258. Please contact Beth Montgomery at (785) 296-3206 or (888) 793-6874 with any requests.

Seminar Sessions Focus on Employment Topics Registration Deadline Nears

New Developments in the ADAAA, ADAA Regulations, and the Equal Pay Act

With ADAAA regulations issued just a few months ago, this session is a "Must See!" Amendments redefined "substantially limits" and expanded the definition of "major life activities". Learn more about the three prongs of "disability", reasonable accommodations, the interactive process, and more. Hear about the Equal Pay Act.

Dysfunction Junction: Managing the Toxic Employee

Dealing with a difficult employee can be a sensitive situation and each situation requires a different approach. Hear about the appropriate steps to effectively deal with each kind of "toxic" employee. Learn how to manage the "Social Media King or Queen." Acquire the knowledge to identify the "two-faced" employee before you hire him or her. Find out how to deal with the employee who files a discrimination claim but continues to work. Get advice on how to increase productivity and keep your employees (and you) happy. Receive briefing

on recent changes in the law and the latest court rulings. Plus much more.

Genetic Information Non-Discrimination Act (GINA) and Other Employee Private Information

Discover more about GINA and its provisions. Learn about GINA's rules regarding acquiring genetic information either inadvertently or through other lawful reasons, and confidentiality requirements. Gain knowledge about other restrictions on employee private information and how to successfully address them.

Unemployment Appeals

Unemployment insurance and unemployment appeals can be a confusing subject. Understand benefits, eligibility and disqualifications, the unemployment insurance payments appeals process, and other important information.

Boundaries in the Work Place

Dealing with inappropriate behavior is always difficult. Learn about boundaries and personal boundaries. Discover

how to establish work place boundaries and what happens when employees don't know or don't care about work place boundaries. Gain knowledge from case laws involving "old-fashioned" boundary violations and new, technological boundary infractions

Investigating and Preventing Harassment Claims

Learn to recognize harassment complaints, how to begin and carry out a harassment investigation. Gain knowledge on how to address sensitive and/or confidential issues and what steps to take if harassment allegations are confirmed. More importantly, hear how to prevent harassment claims.

Solving the FMLA Puzzle

Do ever feel like you are missing the last piece of the FMLA puzzle? Understand all aspects of the Family Medical Leave Act (FMLA), including eligibility, the definition of "serious health condition", proper notice, medical certification, intermittent and reduced leave, and other leave provisions. Hear about the latest FMLA cases.

Commission Briefs

New Chair Announced

Governor Sam Brownback designated Commissioner Melvin Neufeld, Garden City, as Chair of the Kansas Human Rights Commission in September 2011. Chair Neufeld succeeds Lou Ann Thoms, Topeka, as Chair. Thoms continues in her capacity as a Commissioner representing real estate.

Two New Commissioners Appointed

Governor Brownback announced in August his appointment of Melvin Neufeld and Joshua Ney to the Commission. The Senate Confirmation Oversight Committee confirmed these appointments on September 1st.

Governor Brownback, in his press release, said "Melvin Neufeld...spent more than 25 years in service to the State of Kansas. During most

(Continued on page 8)

Registration is Easy!

- Register online at www.khrc.net,
- Fax the registration to (785) 296-0589, or
- Mail the registration to the Kansas Human Rights, 900 S.W. Jackson, Suite 568S, Topeka, KS 66612.

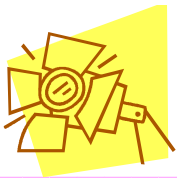
Register by November 8th!

This conference has been approved for 6.00 credit hours of CLE credit through the Kansas Continuing Legal Education Commission. Participants can individually apply for 5.00 hours of PHR, SPHR, and GPHR credit from HRCI. Legal assistants can submit for CLAE credit through NALA.

There will be no "day off" registration. Registrations are transferable. There will be no refunds for those unable to attend. Conference materials will be mailed to paid registrants unable to attend.

Please contact Beth Montgomery or Ruth Glover at 785-296-3206 or khrc@ink.org for any reasonable or dietary accommodations at the time of your registration. Requests can also be made through the on-line registration.





Spotlight on.....

.....Pregnancy Discrimination



You Decide Case Study

When Martha Anderson (not her real name), an assistant manager at a large-chain pizza restaurant, became pregnant in April, her doctor ordered her not to work more than 8 hours a day. Despite her doctor's request, the restaurant's manager continued to schedule her to work 10 hour days and 15 hours on Sunday. Then a district manager intervened, and for a month her work restrictions were met. But in June, her hours increased.

Later that month she began having contractions, and her doctor ordered bed rest. Because she had worked at the restaurant less than a year, she was ineligible under the Family Medical Leave Act (FMLA), but she was assured by her district manager that she could have her job back after the birth of her child.

Over the next few months, she had a series of confusing conversations with the human resources department, while waiting for paperwork dealing with her pregnancy-related disability. She received a letter stating she would receive two weeks leave after nine months, but the human resources department said that information was wrong; she would be eligible for long-term disability after 60 days. Then in August, she was allegedly told she would not be eligible until after 90 days, and human resources would send the paperwork.

Three months later, on November 1, she finally received the forms from her employer. As she was filling them out, she discovered that she was not eligible for leave benefits because she had already been fired—months ago.

Her employer argued it was an administrative oversight that the company's human resources department did not realize that she had been terminated months earlier. The pizza chain argued the firing of Anderson was perfectly proper. The company's handbook stated that employees ineligible for FMLA could apply for and receive an additional leave of absence up to 30 days. It would have been normal policy to terminate Anderson if she was unable to return to work after 30 days, the company maintained.

What is your determination?

Yes, Anderson was discriminated against because of her pregnancy.

No, Anderson was not discriminated against because of her pregnancy.

Why? _____

(Continued on page 5)

All too often one of the happiest times in any woman's lifetime, the pregnancy and birth of a child, can be marred by illegal discrimination, either purposeful or unintentional. The Kansas Act Against Discrimination (KAAD) prohibits sex discrimination in employment and through the Kansas Administrative Regulations bars discrimination based on pregnancy in the workplace.

In 1988, the Kansas Supreme Court found in *Kansas Gas and Electric Co. v. KCCR*, 232 Kan. 763 that adverse actions involving maternity leave rights and related rights as established by Kansas Administrative Regulations constituted sex discrimination under the KAAD.

At the federal level, Title VII of the Civil Rights Act prohibits sex discrimination in employment. The Pregnancy Discrimination Act (PDA) of 1978 amended Title VII to clarify pregnancy discrimination in employment was also prohibited under Title VII.

Pregnancy discrimination remains significant. Pregnancy discrimination charges filed with the U.S. Equal Employment Opportunity Commission increased by 154 percent from Fiscal Year 1997 to Fiscal Year 2010. EEOC monetary benefits (the amount of money paid to complainants by employers), not including litigation, totaled \$18 million in Fiscal Year 2010. 16 percent of the KHRC "probable cause" employment findings in FY 2011 included maternity issues.

Exclusionary Policies and Practices are Prohibited

K.A.R. 21-32-6(a) provides

that any policy or practice which excludes applicants or employees because of pregnancy is prima facie discrimination. For example, refusing to hire or promote a pregnant female for the sole reason of her pregnancy would be a basis to allege discrimination.

"Maintaining a blanket policy against hiring pregnant women is a clear violation of the law," said EEOC trial attorney Nedra Campbell regarding the EEOC's suit against Weight Watchers under the Pregnancy Discrimination Act. In this particular case, the EEOC alleges a pregnant applicant, who was a long-term client of Weight Watchers who had successfully met and maintained her weight goals and was encouraged to apply for a group leader position by her own Weight Watchers group leader, was told that Weight Watchers did not hire pregnant women and would not consider her further for the job.

Equal Terms and Conditions for Pregnancy As Temporary Disabilities

K.A.R. 21-32-6 (b) establishes that disabilities related to pregnancy or childbirth are considered for job-related purposes temporary disabilities, and should be treated on the same terms and conditions as other temporary disabilities. Employment policies, procedures and benefits addressing temporary disabilities shall be applied equally to pregnancy or childbirth as they are to other temporary disabilities, including terms and conditions. Therefore, if an employer allows leave for tem-

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porary disabilities, then equal leave for pregnancy or childbirth is required under the regulation.

The PDA contains similar provisions. For example, an employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their inability to work before granting leave or paying sick benefits, the employer may require employees with pregnancy-related conditions to submit such statements.

The PDA provides that if an employee is temporarily unable to perform her job because of pregnancy, the employer must treat her the same as any other temporarily disabled employee. For example, if the employer allows temporarily disabled employees to modify tasks, perform alternative assignments, or take disability leave or leave without pay, the employer must allow an employee who is temporarily disabled because of pregnancy to do the same.

Any employer provided health insurance must cover expenses for pregnancy-related conditions on the same basis as other medical conditions. Employees on leave because of pregnancy-related conditions must be treated the same as other temporarily disabled employees for accrual and crediting of seniority, vacation calculation, pay increases and temporary disability benefits.

The EEOC in August settled complaints for \$80,000 wherein a company's pregnant workers were treated unequally compared to others with medical conditions. In these instances, the employer required pregnant female workers to pay for their own pregnancy-related medical expenses, whereas they paid for the expenses of employees with other

medical conditions.

Questionable Terminations and Reasonable Leave

K.A.R. 21-32-6 (c) provides that terminations of temporarily disabled employees based on insufficient or no leave is discriminatory if it has a disparate impact on employees of one sex and is not justified by business necessity.

K.A.R. 21-32-6 (d) goes on to state that childbearing must be considered by the employer to be a justification for a leave of absence for female employees for a reasonable period of time, and that female employees, following childbirth and upon signifying her intent to return to work within a reasonable time, shall be reinstated to her original job or to a position of like status and without loss of service credits, seniority or other benefits.

When evaluating business necessity and reasonableness, consideration must be given to the nature of the employee's duties, the importance to the operation of the employer's business, the size of the employer, availability of temporary workers and job-shifting of other employees, practices utilized for absences not related to pregnancy and childbirth, etc. There may be other considerations.

In addition, almost all leaves of absences due to pregnancy can be reasonably accommodated after evaluating what the employer would do if the person otherwise became ill or had other personal reasons for leave, and reviewing the cost, difficulty and timeline for advertising, interviewing, hiring, and training a replacement.

Employers may not require that maternity leaves begin or end at predetermined times, without regard to individual capabilities and demands of the particu-

(Continued on page 6)

You Decide Case Study

(Conclusion)

(X) Yes, Anderson was discriminated against because of her pregnancy.

When asked by an investigator whether they tried to accommodate Anderson by giving her additional leave, company representatives did not believe they were required to do anything beyond what was provided in the employee handbook.

In fact, a company is required to do a lot more. Under the Minnesota Human Rights Act*, as well as the Americans with Disabilities Act, an employer must provide a reasonable accommodation to a pregnant employee, regardless of the company's handbook.

If a pregnant employee cannot perform her current duties because of a disability, the employer must determine whether there is another job available that the worker could perform, with or without a reasonable accommodation. If the employee can't be reassigned, the employer must consider placing the disabled employee on a leave of absence, to allow for the employee's return to work within a reasonable time.

The pizza chain might have argued that granting an extended leave would have imposed an undue hardship—if an employer can show that providing an accommodation would create an undue hardship, it doesn't have to provide one.

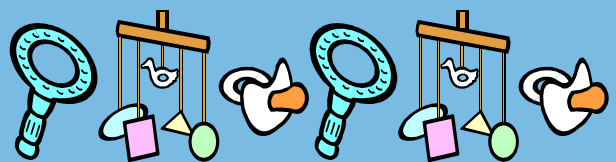
It is likely that allowing Anderson to return to work would not have caused the company an undue hardship, the department noted. The chain has hundreds of employees in several locations, and could probably have found a spot for her, even if it needed to fill her current job while she was on leave, the department concluded. If no assistant manager positions were available, the company could have offered her a comparable or lesser position as a temporary accommodation.

The Minnesota Department of Human Rights found probable cause to believe the pizza chain had violated the Human Rights Act by terminating Anderson instead of attempting to accommodate her pregnancy-related disability.

In a negotiated settlement, the pizza chain agreed to provide Anderson with \$15,000 in back pay. It denies wrongdoing.

* and the Kansas Act Against Discrimination

The above case study was provided by the Minnesota Department of Human Rights (www.humanrights.state.mn.us). The issues above are routinely noted in complaints filed with the KHRC.



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lar job.

The PDA also establishes leave standards. The PDA requires that pregnant employees be permitted to work as long as they are able to perform their jobs. Pregnant females cannot be summarily required to stop working or commence early maternity leave when they are able to perform their job functions or due to unjustified “fetal protection policies”.

In September, the EEOC filed suit alleging a restaurant manager asked a pregnant employee to resign and told her that she could not work beyond the seventh month of pregnancy, despite the fact the employee never complained that she was unable to carry out her duties and her doctor never provided any work restrictions. The restaurant manager contended he was protecting the pregnant worker and the fetus. In response, Jim Sacher, EEOC regional attorney said, “Federal law protects the right of woman to remain gainfully employed during her pregnancy. The Supreme Court has made clear that the decision whether a pregnant woman should work rests with her. She alone, and not the employer, is responsible for making decisions that affect her safety and that of her child.”

Other Trends





Pregnancy discrimination complaints often allege termination either shortly after notifying the employer of the pregnancy or during maternity leave. Such actions presumptively constitute a violation. In one case, the EEOC filed suit in September where an employee was allegedly fired within hours of notifying her employer of her pregnancy. An EEOC representative said, “It is a severe injustice to terminate an employee based solely on the fact that she is pregnant.”

Conclusion

Years ago, a sponsor of the PDA stated, “The entire thrust...behind this legislation is to guarantee women the basic right to participate fully and equally in the workforce, without denying them the fundamental right to full participation in family life.” Thirty-three years after the passage of the PDA, these goals remain the same.

Kansas Administrative Regulation 21-32-6 Pregnancy and Childbirth

- (a) A written or unwritten employment policy or practice which excludes from employment applicants or employees because of pregnancy is prima facie discrimination.
- (b) Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, are for all job related purposes, temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Written or unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement, and payment under any health or temporary disability insurance or sick leave plan, formal or informal, shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.
- (c) Where the termination of an employee who is temporarily disabled is caused by an employment policy under which insufficient or no leave is available, such termination is discriminatory if it has a disparate impact on employees of one sex and is not justified by business necessity.
- (d) Childbearing must be considered by the employer to be a justification for a leave of absence for female employees for a reasonable period of time. Following childbearing, and upon signifying her intent to return within a reasonable time, such female employee shall be reinstated to her job or to a position of like status and pay without loss of service, credits, seniority or other benefits.

		
	<p>More laws and regulations than the ones reviewed here may apply to pregnant employees.</p> <p>Read more at www.eeoc.gov. Click on the Pregnancy link.</p> <p>Learn more about the Americans with Disabilities Act Amendments Act (ADAAA) at www.eeoc.gov.</p> <p>The Family and Medical Leave Act (FMLA) applies in many situations. See more at www.dol.gov/whd/fmla.</p>	
		

Credits: U.S. Equal Employment Opportunity Website (www.eeoc.gov) and Chief Legal Counsel Brandon Myers, retired

Legal Update

Opinion Analysis: Family and Friends Can Bring Third Party Retaliation Suits Under Title VII

In this case, respondent North American Stainless terminated petitioner Eric Thompson shortly after the company learned that Thompson's co-worker and then-fiancé (now wife), Miriam Regalado, had filed a gender discrimination complaint with the Equal Employment Opportunity Commission. Both a federal district court and, later, the en banc Sixth Circuit dismissed Thompson's lawsuit, holding that Title VII does not allow third-party retaliation claims.

The Court (with Justice Kagan recused) unanimously disagreed. In an eight-page opinion by Justice Scalia, the Court held that (1) North American Stainless violated Title VII if it fired Thompson in retaliation for Regalado's complaint; and (2) Title VII provides Thompson with a cause of action against his former employer. The Court's decision is the latest in a series of unanimous or nearly unanimous opinions in favor of robust protections under Title VII's anti-retaliation provision.

The Court had "no difficulty concluding" that third-party retaliation would be unlawful, given its previous decisions construing Title VII's anti-retaliation provision to "cover a broad range" of employer misconduct. "We think it obvious," the Court explained, "that a reasonable worker might be dissuaded from engaging in protected activity if she knew that her fiancé would be fired." Indeed, North American Stainless had conceded as much in its briefing and oral arguments, insisting instead that allowing third-party retaliation claims at all would throw open the doors to suits based on far more frivolous relationships. But the Court on Monday declined to delineate a "fixed class of relationships" entitled to protection, noting only that an employer

which retaliates against close family members will almost always chill employees' Title VII rights, while an employer which retaliates against mere acquaintances might not.

The Court acknowledged that the question whether Thompson himself (as opposed to Regalado on his behalf) could



bring suit against North American Stainless was "more difficult": Title VII provides for civil actions brought by "the person claiming to be aggrieved". Pointing to *Trafficante v. Metropolitan Life Ins. Co.*, which interpreted an analogous provision of the Fair Housing Act and relied in part on a Third Circuit case that defined Title VII's "aggrieved person" provision to the full limit of Article III, Thompson had argued that this language allows any person with standing under Article III of the Constitution to sue. North American had countered that the phrase "person aggrieved" is a term of art particular to Title VII and in this context refers only to an employee who engages in protected activity.

The Court found both positions extreme: the reading advanced by the com-

pany was "artificially narrow", but Thompson's position would encompass even "for example" a shareholder harmed because a company discriminatorily fired a high-performing employee. But during oral argument, several justices had struggled to find a middle ground with support in the text of Title VII. Ultimately, the Court relied on what it described as the "common usage of the term 'aggrieved person'" borrowed from the Administrative Procedure Act.

Under the Court's new "zone of interest" test, "any plaintiff with an interest arguably sought to be protected" by Title VII may bring suit under the statute. However, a plaintiff "who might be technically injured in an Article III sense but whose interests are unrelated to the statutory prohibitions in Title VII" for example, a stockholder may not.

Justice Ginsburg filed a separate one-paragraph concurring opinion that was joined by Justice Breyer. In it, she noted that the Court's opinion accorded with the "long-standing views of the Equal Employment Commission (EEOC)", the agency tasked with enforcing Title VII, and was consistent with interpretations of the National Labor Relations Act. Moreover, she emphasized, deference to the EEOC's construction of Title VII was warranted under *Skidmore v. Swift & Co.*

Erin Michelle Mohan, *Opinion analysis: Family and friends can bring third party retaliation suits under Title VII (UPDATED 5:23 pm)*, SCOTUSblog (Jan. 31, 2011, 11:18 AM), <http://www.scotusblog.com/2011/01/opinion-analysis-family-and-friends-can-bring-third-party-retaliation-suits-under-title-vii/>

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of this time, he represented the people of the 115th district in the House of Representatives where he chaired numerous committees and was elected by his fellow lawmakers to be Speaker of the House. A strong advocate of health care and early childhood development issues, Neufeld has served on numerous national committees and councils dedicated to promoting evidence-based policymaking.”

Then Representative Neufeld, who was first elected to the House of Representatives in 1980, was instrumental in obtaining funding for the KHRC to establish its highly successful mediation program with Kansas Legal Services in the mid-1990's. Commissioner Neufeld fills a vacant Industry position.

Joshua Ney, Lawrence, is currently a staff attorney with the Kansas Office of the Securities Commissioner. Mr. Ney formerly served as the First Assistant County Attorney at the Jefferson County Attorney's Office. He earned his BA in Global Studies from Northwestern College and his law degree from Washburn University School of Law.

Commissioner Ney succeeds Commissioner Hanson, Topeka, as the Practicing Attorney. Commissioner Hanson has served on the Commission since March 2000.

Commissioner Retires

In other news, Commissioner Clyde Howard retired effective August 19th due to his move to Texas. Commissioner Howard was appointed to the Commission in 2005. Commissioner Howard also served as the Commission's representative on the Governor's Profiling Task Force.

KHRC Commissioners

Melvin Neufeld

Chair
Industry, Garden City

Terry Crowder

Labor, Topeka

Lou Ann Thoms

Real Estate, Topeka

Joshua Ney

Legal, Lawrence

Anthony Villegas, Sr.

Labor, Kansas City

Jerome Williams

Industry, Wichita

By law, the Commission must represent particular areas of the workforce and community. In addition, no more than four Commissioners may belong to one particular political party. The Governor of the State of Kansas appoints all seven Commissioners to serve the Kansas Human Rights Commission.

KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES

Eternal Vigilance is the Price of Freedom

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