

Kansas Human Rights Commission



Annual Report Fiscal Year 2015 July 1, 2014 - June 30, 2015

KANSAS HUMAN RIGHTS COMMISSION

2015 ANNUAL REPORT

OUR MISSION AND PHILOSOPHY

The mission of the Kansas Human Rights Commission is to prevent and eliminate discrimination and assure equal opportunities in all employment relations, to eliminate and prevent discrimination, segregation or separation, and assure equal opportunities in all places of public accommodations and in housing.

The agency philosophy in accomplishing its mission is to act in accordance with the highest standards of professional conduct, ethics, efficiency, and accountability. Realizing that the principles of equality and the protection of basic human rights are the most noble of human efforts, we dedicate our activities toward that purpose, believing that eternal vigilance is the price of freedom.

Eternal vigilance is the price of freedom.

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**THE COMMISSIONERS
As of June 30, 2015**

Melvin Neufeld
Chair
Industry, Garden City

Terry Crowder
Vice Chair
Labor, Topeka

David Brant
Industry, Wichita

Michael Kane
Labor, Kansas City

Eric Laverentz
At Large, Overland Park

Marilyn Wilder
Legal, Hesston

Vacant
Housing

The Kansas Human Rights Commission enforces both the Kansas Act Against Discrimination and the Kansas Age Discrimination in Employment Act. The Kansas Act Against Discrimination provides for a seven member Commission to be appointed by the Governor subject to approval of the Senate; two representing industry, two representing labor, one who is authorized to practice law in this state, one representing real estate, and one appointed at large. The Governor designates one Commissioner to serve as Chairperson. The term of office of each member of the Commission shall be four years or until a successor is confirmed. Commissioners may, at the will of the Governor and Senate's discretion, be appointed for an additional term(s) upon completion of the initial term. The Act also requires that no more than four of the Commissioners are from the same political party.

Contact Information

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Wichita

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Dodge City

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Dodge City, KS 67801
(620) 225-4804
Fax: (620) 225-4986

Website

www.khrc.net

E-Mail Address

khrc@ink.org

KHRC STAFF
As of June 30, 2015

Ruth Glover	Executive Director
Bill Wright	Assistant Director
Barbara Girard	Investigative Administrator
Orie Kirksey	Investigative Administrator
Beth Montgomery	Office Manager
Roma Meraz Valencia	Investigator-Dodge City
Laura Gomez	Investigator-Topeka
Holly King	Investigator- Topeka
Dan Wentling	Investigator- Topeka
Marvin McCurtis	Investigator-Wichita
Cindy Nelson	Investigator - Wichita
José Peggs	Investigator-Wichita
Robert Easterling	Intake Supervisor
Aushlin Lowry	Intake Specialist
Caryl Hines	Secretary - Topeka
Etta James	Office Specialist -Topeka
Yona Johnson	Receptionist - Wichita

HISTORY OF THE KHRC

The Kansas Act Against Discrimination was passed in 1953 making Kansas the twelfth state in the nation to have a law against discrimination. At that time the agency was called the Kansas Anti-Discrimination Commission. The Act was limited to employment practices and had no enforcement provisions.

The Act was amended in 1961 to become an enforceable law prohibiting discriminatory employment practices because of race, religion, color, national origin, or ancestry and the name of the agency was changed to the Kansas Commission on Civil Rights.

In 1963 the Act was amended to prohibit discrimination by hotels, motels, cabin camps and restaurants. In 1965 the legislature broadened the Act's coverage of employment practices and places of public accommodations. In 1967 the Commission was given the power to initiate complaints of discrimination and the power of subpoena.

Housing discrimination was prohibited by an act of the 1970 Kansas Legislature, which also increased the size of the Commission to its present seven members and gave it power to conduct investigations without the filing of a formal complaint.

The 1972 Kansas Legislature further amended the Act in three ways. The Commission was given authority to investigate complaints of sex discrimination, initiate a contract compliance program, and use hearing examiners for public hearings.

In 1974, the Legislature prohibited discrimination in employment and public accommodations because of physical handicap but limited remedies for

discrimination. The law has been changed since that time to include persons with physical and mental disabilities.

In 1983 age discrimination in employment was prohibited, which made it illegal to discriminate against persons between the ages of 40-70. The Kansas Age Discrimination in Employment Act was amended in 1988 to protect persons of the age of 18 or more years against age discrimination. In 2008, the definition of age was changed to 40 or more years.

The Act was amended in 1991 so as to prohibit discrimination in employment, public accommodations and housing on the basis of disability, and to also prohibit housing discrimination on the basis of familial status. The Act was also amended to change the name of the Kansas Commission on Civil Rights to the Kansas Human Rights Commission.

In 1995 two separate legislative bills amended the Act. The changes removed the statutory requirement that the Commission employ at least one full-time hearing examiner. Instead, the legislature authorized the Commission to employ or contract for the services of hearing examiners or pro tem hearing examiners to preside over public hearings, and amended the provisions of the statute regarding the terms, appointments and confirmation of Commissioners.

In 1995, the Kansas Legislature further amended the Act to provide that a complaint may be dismissed, under certain circumstances, after pending before the Commission for at least 300 days without a finding or disposition by the Commission. That dismissal would constitute an exhaustion of administrative remedies sufficient to allow a complainant to file the matter in court.

In 1999, the Kansas Legislature amended the act to prohibit the use of genetic testing and genetic information in employment decisions.

In 2005, the Kansas Legislature passed K.S.A. 22-4406 et seq which allowed individuals with allegations of racial and other profiling in conjunction with traffic stops to file complaints with the Commission. The Commission reviewed and, if necessary, investigated such complaints. K.S.A. 22-4406 et seq was a standalone statute and did not amend the Kansas Act Against Discrimination or the Kansas Age Discrimination in Employment Act. The 2011 Legislature moved this duty, now called racial or other biased-based policing, to the Office of the Attorney General.

In 2012, the Kansas Legislature amended the disability provisions of the Kansas Act Against Discrimination to bring them into harmony with the Americans with Disabilities Act Amendments Act of 2008.

INTRODUCTION

A professional staff under the supervision of the Executive Director conducts the daily operations of the Kansas Human Rights Commission. Staff positions include an Assistant Director, investigative supervisors, investigators, an intake supervisor, an intake specialist, an office manager, and administrative support staff.

The Commission is mandated by the Kansas Legislature to prevent and eliminate unlawful discrimination, and is responsible for enforcing both the Kansas Act Against Discrimination (KAAD) and the Kansas Age Discrimination in Employment Act (KADEA). The KAAD protects persons from discrimination in employment, housing and public accommodations. Charges of alleged

discrimination may be filed on the basis of race, religion, color, sex, disability, national origin, ancestry or use of genetic information in employment decisions. In addition, charges of discrimination on the basis of familial status may be filed in housing cases. The KADEA protects any individual from discrimination in employment on the basis of age. Effective July 1, 2008 the definition of "age" is 40 or more years. Both laws protect those who have filed a complaint, participated in the investigation of a complaint, or opposed actions believed to be in violation of the Act(s) from retaliation for such actions. Anyone claiming to be aggrieved by an alleged unlawful practice, and who can articulate a prima facie case pursuant to a recognized legal theory of discrimination, has the right to file a complaint charging discrimination under the laws of Kansas with the KHRC.

FISCAL ALLOCATIONS

The Commission's Fiscal Year 2015 total expenditure budget was approved at \$1,450,059 with funds coming from the Kansas general fund, as appropriated by the Legislature, various fee funds, and from contracts with the EEOC. The comparative portions and dollar appropriations are as follows:

General Funds	\$ 1,067,091
Fee Funds	\$ 36,089
Federal Funds	\$ 346,879
Totals	\$ 1,450,059

COMPLIANCE AND ENFORCEMENT ACTIVITIES

Civil rights law, at both the state and federal level, has become increasingly complex in its nature and application. This increased complexity is principally due to

the enactment of major state and federal legislation, which has expanded the role of the Kansas Human Rights Commission and other human rights agencies.

In FY 2015, retaliation was the number one basis of complaints filed. Disability, race, sex and age continued as the basis given for most complaints filed with this agency.

The KHRC closed 761 cases and recovered \$673,877 for complainants. This figure does not include the value of positions or jobs, which may have been obtained by the Commission for complainants, nor does it include other non-monetary remedies.

During the fiscal year the agency also reduced the average processing time for cases filed with the Commission from approximately 22 months in FY 1995 to approximately nine months currently.

MONITORING COMPLIANCE

The Commission is a party to written agreements, which resolve complaints of alleged discrimination filed with the agency. The Commission is available to monitor the terms and conditions of these agreements, as well as Commission orders.

CONTRACT COMPLIANCE

The Commission is empowered to review equal employment opportunity data of companies throughout the state who have entered into a contract with the State of Kansas, a Kansas municipality or other political subdivision in the state. A contractor and its subcontractors are obligated to observe the provisions of the Kansas Act Against Discrimination and the Kansas Age Discrimination in Employment Act.

The Commission is empowered to investigate these state contractors to insure that entities receiving money from contracts with the state have equitable work forces and employment practices.

THE COMPLAINT PROCESS

Kansas law provides that any person who claims to be aggrieved by an unlawful practice in the areas of employment, housing, or public accommodations, and can articulate a prima facie case pursuant to a recognized legal theory of discrimination (based on race, religion, color, sex, disability, ancestry, national origin, age and use of genetic information in the area of employment only, familial status in the area of housing only, and retaliation) may file a complaint with the KHRC.

Employment and public accommodation complaints must be filed within six months from the last alleged discriminatory act. Housing complaints must be filed within one year of the last date of incident.

KHRC's intake department is located in the Topeka office and is responsible for drafting complaints filed with the agency. The intake department also provides inquirers with referrals to other agencies (for issues outside of KHRC's jurisdiction), and answers questions regarding KHRC's compliance and enforcement policies.

A complaint may be filed personally, by an attorney, or with the assistance of the KHRC Intake Unit. An individual may write, e-mail, telephone or come into one of the Kansas Human Rights Commission's offices to begin the filing process. If the complaint falls within the Commission's jurisdiction, a formal complaint may be submitted. Intake staff is available to assist in drafting a complaint based on information provided by

the complainant. An employment, housing, or public accommodation complaint must be signed, verified and notarized before it can be officially filed with the Commission. Forms and information about filing a complaint of discrimination may be obtained at any area office or the Commission website.

There were over 4,400 contacts through KHRC's intake department during FY 2015. Some inquiries were outside of KHRC's jurisdiction or beyond the timely filing limit and were referred to the Equal Employment Opportunity Commission or other agencies.

The Commission offers a voluntary third-party mediation program statewide through Kansas Legal Services. Mediation services offer a possible alternative to complete investigation.

When mediation services are not selected by one of the parties, or when mediation services fail, a complaint may be sent for full investigation.

The Commission is responsible for investigating all complaints filed. It is also responsible for conciliation of cases where the investigating commissioner has indicated there is probable cause to credit allegations of the complaints.

During a full investigation a field investigator will interview the complainant, review relevant documents, conduct interviews with witnesses, and summarize the case for the investigating commissioner. The investigator's role is that of a neutral fact finder. The investigator does not determine the outcome of the case, but rather gathers and presents the facts to a commissioner for determination. All information discovered throughout the course of the investigation is gathered in an objective and impartial manner.

Depending upon the information obtained during the investigative process, the investigating commissioner makes a determination of either "Probable Cause" or "No Probable Cause".

In an employment, housing, or public accommodation case, an attempt will be made to reach a written settlement between complainant and respondent if the Commission finds "Probable Cause." If conciliation efforts fail, the case may be scheduled for a public hearing.

THIRD-PARTY MEDIATION PROGRAM

Under this program KHRC contracts with Kansas Legal Services to offer a voluntary procedure in which the parties to discrimination complaints filed with KHRC may attempt to mediate and resolve their controversies short of having the KHRC investigate the complaint.

This program was begun on a limited basis in FY 1996. Beginning FY 1997, the program was expanded to offer mediation services statewide. Twenty-five percent of the program costs are funded with private funds.

KHRC's third-party mediation procedure has been an effective means of resolving complaints, 470 cases were referred to mediation. Of that number, 145 mediations were completed, with 22 under consideration by the parties involved or pending. At the end of fiscal year, 11 mediations were scheduled, but not completed. There were 8 mediations completed with outcome pending. A total of 94 mediations resulted in case resolution.

OFFICE OF ADMINISTRATIVE HEARINGS

The Office of Administrative Hearings (formerly Office of Administrative Law Judge) performs the adjudicatory functions of the KHRC. By statute, public hearing proceedings (administrative trial proceedings) are commenced pursuant to the provisions of the Kansas Administrative Procedure Act. The Kansas Office of Administrative Hearings presides over any public hearing proceedings.

PUBLIC INFORMATION PROGRAM

The Kansas Act Against Discrimination provides for programs of formal and informal education. Commission programs inform the public about civil rights laws, what constitutes discrimination and how acts of discrimination can be avoided.

The Kansas Human Rights Commission's public information program sponsors, develops, and conducts training. This task is accomplished through seminars and conferences that are open to the public, on-site training and presentations and the development of its web site.

During FY 2015, the public information program trained 552 individuals.

The Commission's information services are provided free of charge to individuals across the state. Civil rights topics most often requested included issues relating to sexual harassment, various employment topics, and the KHRC overview/investigative process.

The KHRC also hosted its Annual Employment Law Seminar in December 2014. There were 289 registrants at this seminar.

In addition to information and training, the agency creates and maintains Commission publications. Posters are available by hard copy or via download from the agency's website. Publications of the Kansas Human Rights Commission include its Annual Report, its Rules & Regulations, the Kansas Act Against Discrimination and Kansas Age Discrimination in Employment Act (KAAD/KADEA) booklet, and brochures on Employment, Discrimination in Hiring, Fair Housing, and the publication of the Commission's newsletter, *Spectrum*.

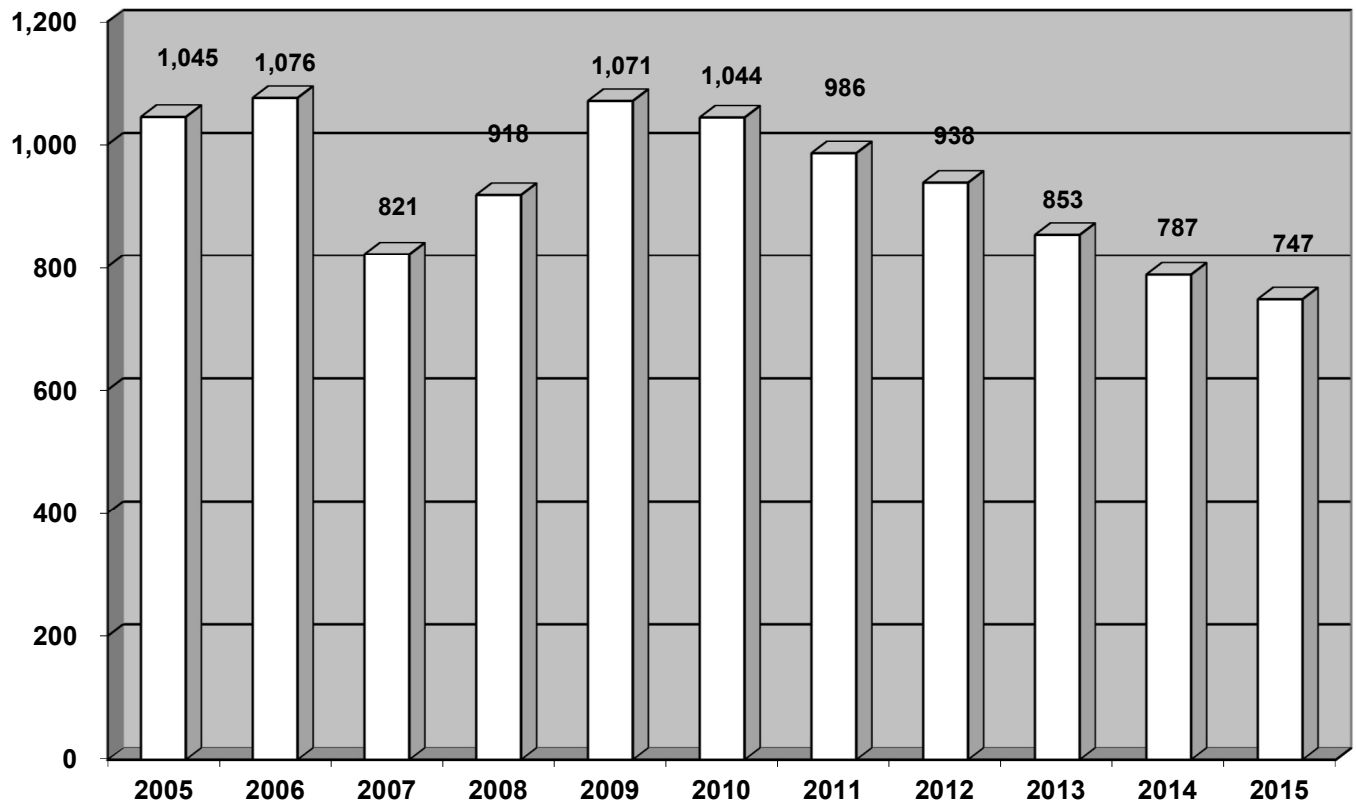
The Commission continued to update and improve its informational web site. The site not only provides information on the Kansas Human Rights Commission, its Commissioners and the laws it is empowered to enforce, but it has links to other state human rights organizations and various civil rights related web sites. The web page address is www.khrc.net.

STATISTICAL DATA

COMPLAINTS FILED FY 2015

AREA	COMPLAINTS	PERCENTAGE OF COMPLAINTS
Employment	729	98%
Housing	4	0%
Public Accommodation	14	2%
Total Charges Filed	747	100 %

COMPLAINTS FILED FY 2005 – FY 2015



BASES FILED FY 2015

CATEGORY	NUMBER
Employment	1,459
Housing	7
Public Accommodation	25
Total Bases Filed	1,491

*Total exceeds the actual number of complaint documents filed since many complaints contain multiple bases.

BASIS OF COMPLAINT *versus* AREA IN WHICH COMPLAINT WAS ALLEGED FY 2015

BASIS	EMPLOYMENT	HOUSING	PUBLIC ACCOM.	TOTAL
Retaliation	443	1	1	445
Disability	245	2	4	251
Race	221	1	7	229
Sex	217	1	5	223
Age*	198			198
National Origin/Ancestry	82	2	6	90
Religion	28			28
Color	25		2	27
Genetic Testing*				
Familial Status%				
Total**	1,459	7	25	1,491

% Familial Status is a basis only in housing complaints.

*Age and Genetic Testing are bases only in employment complaints

**Total exceeds the actual number of complaint documents filed since many complaints contain multiple charges.

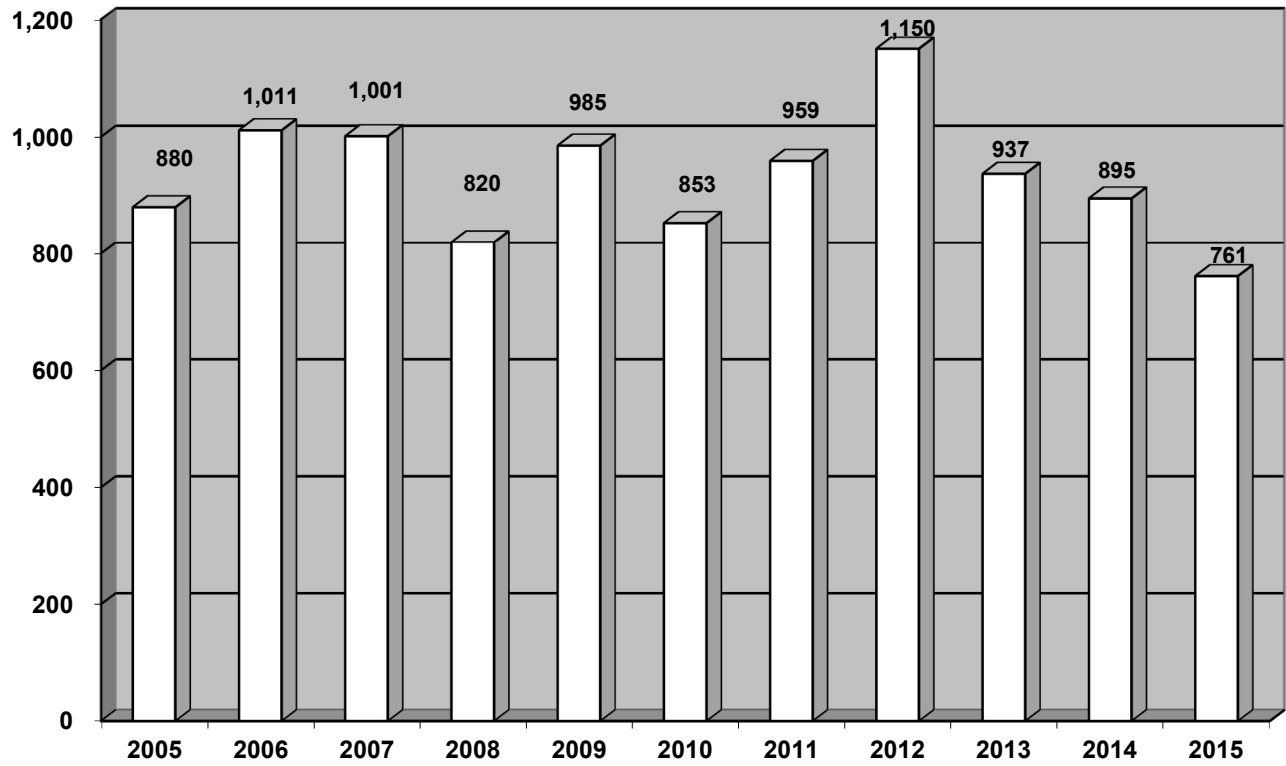
CASES RESOLVED FY 2015

CASES	NUMBER
Total Cases Closed	761

The Commission resolved 761 cases and recovered \$673,877 for complainants. This figure does not include the value of positions or jobs that may have been obtained by the Commission for complainants, nor does it include other non-monetary remedies.

RESOLVED CASES FY 2015	TOTALS
RESOLVED CASES WITH RECOVERY:	
Satisfactory adjustment-settlement	31
Satisfactory adjustment-conciliation	5
Settlements at the hearing level	0
CASES WITHDRAWN BY COMPLAINANT WITH BENEFITS	118
CASES CLOSED WITHOUT RECOVERY:	
Unsuccessful Conciliation	1
No probable cause determined by KHRC	467
ADMINISTRATIVE CLOSURES AND WITHDRAWALS	139
TOTAL CASES RESOLVED	761

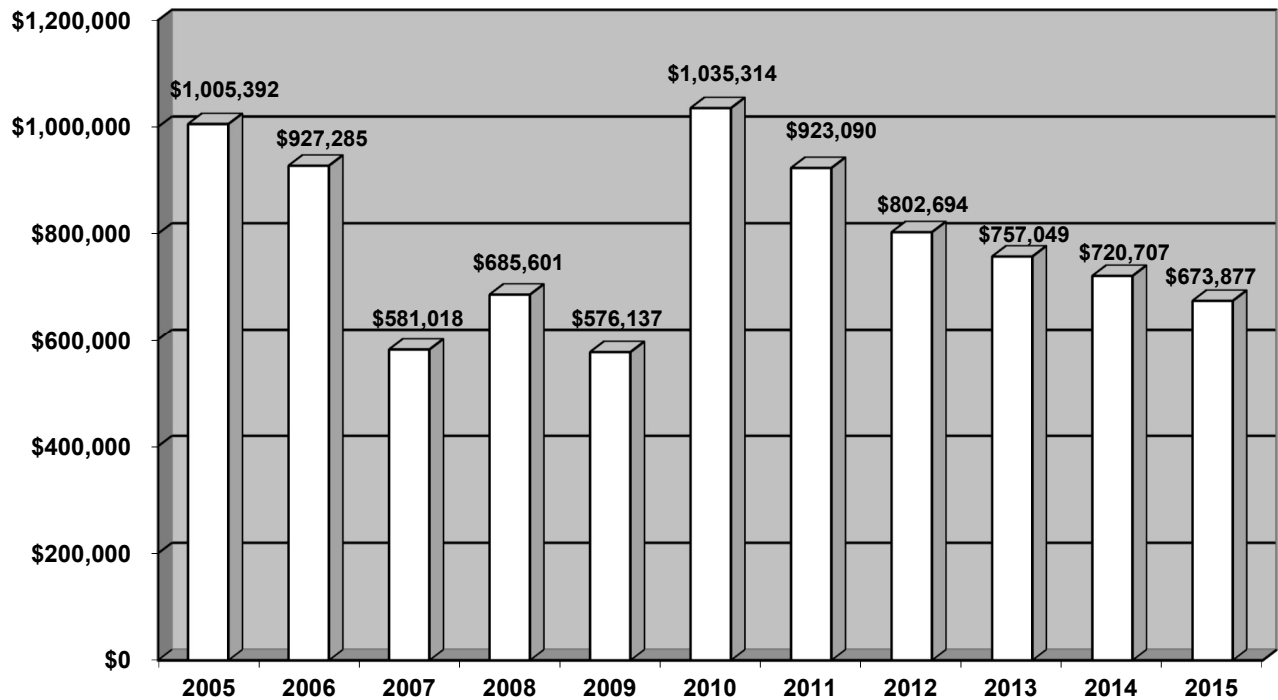
CASES RESOLVED YEAR-TO-YEAR FY 2005 – FY 2015



**RESOLVED CASES AND MONETARY RECOVERY
FY 1982 – FY 2015**

FISCAL YEAR	RESOLVED CASES	MONETARY RECOVERY AMOUNT
2015	761	\$673,877.00
2014	895	\$720,707.00
2013	937	\$757,049.00
2012	1,150	\$802,694.00
2011	959	\$923,090.00
2010	853	\$1,035,314.00
2009	985	\$ 576,137.00
2008	820	\$ 685,601.00
2007	1,001	\$ 581,018.00
2006	1,011	\$ 927,285.00
2005	880	\$ 1,005,392.00
2004	840	\$ 1,435,616.00
2003	966	\$ 741,810.00
2002	888	\$ 712,437.00
2001	975	\$ 1,059,066.00
2000	1,151	\$ 1,201,704.00
1999	1,356	\$ 620,103.00
1998	1,848	\$ 1,542,101.00
1997	1,583	\$ 773,824.00
1996	1,973	\$ 400,752.00
1995	1,370	\$ 358,556.00
1994	1,352	\$ 405,158.00
1993	1,418	\$ 490,183.00
1992	1,176	\$ 435,483.37
1991	1,115	\$ 307,900.00
1990	1,206	\$ 285,171.16
1989	1,107	\$ 199,014.18
1988	1,083	\$ 253,955.93
1987	1,367	\$ 171,549.16
1986	1,177	\$ 192,000.89
1985	1,119	\$ 303,383.00
1984	1,035	\$ 182,714.14
1983	1,278	\$ 86,969.67
1982	1,351	\$ 201,959.21

RECOVERIES FROM FY 2005 – FY 2015



The figures above do not include the value of positions that may have been obtained by the Commission for complainants, nor does it include other non-monetary remedies.

BASES OF ALLEGED UNLAWFUL EMPLOYMENT PRACTICES in FY 2015

Employment discrimination complaints totaled 729, approximately 98% of all complaints filed with the agency.

BASIS	NUMBER OF BASES
Retaliation	443
Disability	245
Race	221
Sex	217
Age	198
National Origin/Ancstry	82
Religion	28
Color	25
Genetic Testing	
*Total	1,459

*Total exceeds the actual number of complaint documents filed since many complaints contain multiple allegations.

TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES FY 2015

TYPE OF ALLEGATION	NUMBER FILED
Benefits	8
Constructive Discharge	65
Demotion	19
Discharge	411
Discipline	95
Harassment	200
Hiring	47
Layoff	14
Maternity	5
Promotion	36
Reasonable Accommodation	70
Recall	1
References Unfavorable	11
Reinstatement	3
Retirement-Involuntary	4
Sexual Harassment	78
Suspension	42
Terms/Conditions	456
Training	24
Wages	39
*Total	1,628

*Total exceeds the actual number of complaint documents
filed since many complaints contain multiple allegations.

TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES YEAR-TO-YEAR COMPARISON FY 2006 - FY 2015

TYPE OF ALLEGATION	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Apprenticeship	0	0	0	0	0	0	0	0	0	0
Assignment	0	0	0	0	0	0	0	0	0	0
Benefits	8	10	7	21	10	17	19	11	7	5
Constructive Discharge	65	54	68	86	86	79	98	97	69	89
Demotion	19	22	22	24	16	31	33	42	21	29
Discharge	411	457	485	518	526	565	589	475	431	504
Discipline	95	120	120	142	132	165	204	135	126	123
Exclusion	0	0	0	0	0	0	0	0	0	0
Harassment	200	227	179	178	187	134	177	139	85	143
Hiring	47	45	57	52	51	53	59	62	60	121
Intimidation	0	0	0	0	0	0	0	0	0	0
Layoff	14	7	10	9	24	48	24	21	11	70
Maternity	5	5	4	18	31	23	20	9	1	3
Promotion	36	40	41	39	53	43	67	41	53	70
Reasonable Accommodation	70	61	93	78	71	75	90	60	67	64
Recall	1	0	0	0	0	0	0	0	0	2
Reference Unfavorable	11	7	6	4	13	5	2	4	3	10
Reinstatement	3	2	5	9	6	11	5	7	9	10
Retirement-Involuntary	4	4	2	5	3	5	1	2	0	5
Severance Pay Denied	0	1	0	1	0	2	1	2	1	5
Sexual Harassment	78	78	81	107	109	104	126	121	120	108
Suspension	42	75	60	68	73	88	87	62	51	68
Terms & Conditions	456	490	516	580	592	641	676	493	410	442
Testing	0	0	0	0	0	0	1	1	0	0
Training	24	18	20	17	36	31	28	24	25	19
Union Representation	0	2	3	7	4	0	3	1	4	6
Wages	39	41	38	54	73	88	89	78	66	86
Other	0	0	0	0	0	0	0	0	0	0
Total	1,628	1,766	1,817	2,017	2,096	2,208	2,399	1,887	1,620	1,982

*Total exceeds the actual number of complaint documents filed since many complaints contain multiple allegations

BASES OF ALLEGED UNLAWFUL HOUSING PRACTICES FY 2015

Housing discrimination complaints totaled 4, approximately 0% of all complaints filed with the agency.

BASIS OF COMPLAINT	NUMBER OF BASES
Disability	2
National Origin/Ancestry	2
Race	1
Retaliation	1
Sex	1
Color	0
Familial Status	0
Religion	0
*Total	7

TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES FY 2015

TYPE OF ALLEGATION	NUMBER OF ALLEGATIONS
Denied Loan	1
Eviction	1
Harassment	0
Reasonable Accommodation	1
Refusal to Rent/Sell	1
Sexual Harassment	1
Terms & Conditions	0
*Total	5

*Total exceeds the actual number of complaint documents filed
since many complaints contain multiple allegations.

**TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES
YEAR-TO-YEAR COMPARISON
FY 2006 – FY 2015**

UNLAWFUL PRACTICES	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Accommodations	0	0	0	0	0	2	1	0	1	3
Brokerage/Finance	1	0	0	0	0	0	0	0	0	0
Eviction	1	3	6	4	4	8	2	7	3	8
Harassment	0	4	6	4	2	3	2	5	2	4
Other	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodations	1	2	2	0	0	0	0	0	0	0
Refusal to Rent or Sell	1	4	1	0	1	3	2	0	2	3
Retaliation/Coercion	0	0	0	0	0	0	0	0	0	0
Sexual Harassment	1	0	0	0	0	0	1	1	0	0
Terms & Conditions	0	4	11	3	10	5	5	9	3	1
*Total	5	17	26	11	17	21	13	22	11	19

*Total exceeds the actual number of complaint documents filed
since many complaints contain multiple allegations

**BASES OF ALLEGED UNLAWFUL DISCRIMINATION IN
PUBLIC ACCOMMODATIONS
FY 2015**

*Public accommodation complaints totaled 14, approximately 2%
of all complaints filed with the agency.*

BASIS OF COMPLAINT	NUMBER OF BASES
Race	7
National Origin/Ancestry	6
Sex	5
Disability	4
Color	2
Retaliation	1
Religion	0
*Total	25

**TYPES OF ALLEGATIONS OF UNLAWFUL
PUBLIC ACCOMMODATION CASES
FY 2015**

CATEGORY	NUMBER
Denial of Service	7
Denied Accessible Parking	0
Denied Accommodation	1
Harassment	7
Unequal Service	3
*Total	18

*Total exceeds the actual number of complaint documents filed
since many complaints contain multiple allegations.

**TYPES OF ALLEGATIONS OF UNLAWFUL
PUBLIC ACCOMMODATION CASES
YEAR-TO-YEAR COMPARISON
FY 2006 – FY 2015**

CATEGORY	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Denial of Service	7	9	7	15	15	21	12	16	18	14
Denied Accessible Parking	0	1	1	1	1	0	1	0	1	0
Denied Accommodation	1	7								
Harassment	7	21	9	9	9	15	8	8	13	4
Unequal Service	3	8	10	8	11	7	12	7	12	6
*Total	18	46	27	33	36	43	33	31	44	24

*Total exceeds the actual number of complaint documents filed
Since many complaints contain multiple allegations.

**TYPES OF RESPONDENTS IN PUBLIC
ACCOMMODATION CASES
FY 2015**

TYPE OF RESPONDENT	NUMBER
Retail	4
Services	4
Hotel Industry	3
Amusement	2
Eating Establishment	1
Finance	0
Other	0
Total	14