

# **Kansas Human Rights Commission**



**Annual Report  
Fiscal Year 2005  
July 1, 2004 - June 30, 2005**

# KANSAS HUMAN RIGHTS COMMISSION

## 2005 ANNUAL REPORT

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### 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

**\*Errol V. Williams**  
Chairman  
*Industry, Topeka*

**David A. Hanson**  
Vice Chair  
*Law, Topeka*

**Beth Bradrick, Ph.D.**  
*Labor, Pittsburg*

**Lou Ann Thoms**  
*Real Estate, Topeka*

**\*Anthony Villegas, Sr.**  
*Labor, Kansas City*

**\*Jerome Williams**  
*Industry, Wichita*

**\*Clyde Howard**  
*At Large, Manhattan*

**\*James E. Butler**  
Chairman  
*At Large, Manhattan*

**\*Brenda C. Jones**  
*Labor, Kansas City*

**\*Deborah Wheeler**  
*Industry, Emporia*

\*Commissioners Butler, Jones, and Wheeler were replaced on the Commission by Commissioners Howard, Villegas, and J. Williams respectively. Commissioners Howard, Villegas, and J. Williams were authorized by the Senate Confirmation Oversight Committee on August 5, 2005. Errol Williams was designated as Chairman, replacing James Butler, by Governor Kathleen Sebelius.

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.

Effective July 1, 2005, the Commission also accepts, reviews, and investigates, if necessary, complaints from any person who believes they have been subjected to racial or other profiling by a law enforcement officer or law enforcement agency in conjunction with traffic stops, as provided by K.S.A. 22-4606 et seq.

## **Contact Information**

### **Topeka-Main Office**

Landon State Office Building  
900 SW Jackson - 568 South  
Topeka KS 66612  
(785) 296-3206  
Fax: (785) 296-0589  
TTY: (785) 296-0245  
Toll Free (888) 793-6874

### **Wichita**

130 S Market, Suite 7050  
Wichita, KS 67202  
(316) 337-6270  
Fax: (316) 337-7376  
TTY: (316) 337-6272

### **Dodge City**

Military Plaza Offices, Suite 220  
100 Military Plaza  
Dodge City, KS 67801  
(620) 225-4804  
Fax: (620) 225-4986

### **Independence**

Independence Corporate Office, Inc.  
200 Arco Place, Suite 311  
Independence, KS 67301  
(620) 331-7083  
Fax: (620) 331-7135

### **The Internet**

<http://www.khrc.net>

## KHRC STAFF

William V. Minner	Executive Director
Ruth Glover	Assistant Director
Brandon L. Myers	Chief Legal Counsel
Judy Fowler	Senior Legal Counsel - Wichita
Barbara Scott Girard	Staff Attorney
Bill Wright	Topeka Investigative Administrator
Orie Kirksey	Topeka Investigative Administrator
Jane Neave	Wichita Investigative Administrator
Rick Fischli	Racial and Other Profiling Administrator
Karen McDanel	Office Manager
Jeremy Deckard	Public Information Officer
Vamba Nzwilli	Investigator - Topeka
Kathy Prochazka	Investigator - Topeka
Paul Forese	Investigator - Topeka
Chris Barnes	Investigator- Topeka
Barbara Combs	Investigator - Wichita
Donna Wood	Investigator - Wichita
Cindy Nelson	Investigator – Wichita
Marvin McCurtis	Investigator-Wichita
Herminia Gusman	Investigator - Dodge City
Linda Dennett	Investigator - Independence
Kelly McKinley	Intake Supervisor
Holly King	Intake Specialist
Robert Easterling	Intake Specialist
Caryl Hines	Secretary - Topeka
Carol Radcliffe	Secretary - Wichita
Linda Wenger	Secretary - Topeka
Sharon Williams	Secretary – Topeka
Etta James	Office Specialist - Topeka
Yona Johnson	Receptionist - Wichita
Sabrina Thompson	Receptionist – Topeka

## HISTORY OF THE KHRC

The Kansas Act Against Discrimination was passed in 1953 making Kansas the twelfth state in the U.S. 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.

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 Substitute for Senate Bill 77 which states that "It shall be unlawful for any law enforcement officer or law enforcement agency to engage in racial profiling." Individuals with allegations of racial and other profiling in conjunction with traffic stops can file complaints with the Commission. The Commission shall review and investigate, if necessary, such complaints. Senate Bill 77 is a stand alone statute and does not amend the Kansas Act Against Discrimination or the Kansas Age Discrimination in Employment Act.

## INTRODUCTION

A professional staff under the supervision of the Executive Director conducts the daily operations of the Kansas Human Rights Commission. Staff includes an Assistant Director, 10 investigators, three investigative supervisors, a racial and other profiling supervisor, one public information officer, three attorneys, one intake supervisor, two intake specialists, an office manager, and seven clerical workers. Pro tem administrative law judges conduct public hearings.

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 18 or over from discrimination in employment on the basis of age. 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 2005 total budget was \$1,836,650 with funds coming from the Kansas general fund, as appropriated by the Legislature, various fee funds, from contracts with the EEOC, and from the Kansas Savings Incentive Program (KSIP). The comparative portions and dollar appropriations are as follows:

<b>General Funds</b>	<b>\$ 1,377,355</b>
<b>Fee Funds</b>	<b>\$ 9,954</b>
<b>Federal Funds</b>	<b>\$ 417,867</b>
<b>KSIP</b>	<b>\$ 31,474</b>
<b>Totals</b>	<b>\$ 1,836,650</b>

## 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 in the past decade, which has expanded the role of the Kansas Human Rights Commission and other human rights agencies.

In 2005, for the fourteenth year in a row, sex discrimination was the number one basis of complaints filed. Sex, race, disability, retaliation and age continued as the basis given for most complaints filed with this agency.

During FY 2005, KHRC closed 880 cases and recovered \$1,005,392 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 slightly more than six (6) months currently.

## MONITORING COMPLIANCE

The Commission is a party to written agreements, which resolve complaints of alleged discrimination filed with the agency. A Commission representative is assigned 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.

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 (6) 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, and is staffed by an intake manager and two intake specialists. 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, telephone or come in to 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. The intake workers are available to assist in drafting a complaint based on information provided by

the complainant. The 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 web page.

There were almost 10,000 inquiries to KHRC's intake department during FY 2005. Many inquiries were outside of KHRC's jurisdiction or beyond the six month 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 confidential and 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". If the Commission finds "Probable Cause", then an attempt will be made to reach a written settlement between complainant and respondent. 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 KHRC investigate and process the complaint.

This program was begun on a limited basis in FY 96. Beginning FY 97, 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 to date. In FY 2005, a total of 857 cases were referred to mediation. Of that number, 197 mediations were completed, with another 50 under consideration by the parties involved or pending. At the end of FY 2005 23 mediations were scheduled, but not completed. A total of 101 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 Human Rights Commission Pro Tem Hearing Examiners preside over public hearing proceedings.

At the beginning of FY 2005, four (4) cases were pending in the Office of Administrative Hearings. There were eight (8) new public hearing cases for FY 2005. In all eight (8) cases, Pro Tem Hearing Examiners were assigned. No public hearings, or other conferences/hearings were held in FY 2005. There was one administrative closure.

In FY 2005, the Office of Administrative Hearings conducted pre-hearing conference in three (3) cases. Twenty-six (26) other orders addressing such matters as pre-hearing procedural issues, potential dispositive matters, and discovery matters were issued.

There were three (3) settlements completed in FY 2005.

In summary, action was completed on four (4) of the cases, and at the end of FY 2005, eight (8) cases were still pending.

## **PUBLIC INFORMATION PROGRAM**

In addition to its enforcement and compliance activities, the Commission is also required by law (KAAD) to 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 a vast amount of training across the State. This task is accomplished through seminars and conferences that are open to the public, on-site training and presentations for private businesses, municipalities, and college-level classes, and the constant development of its web site.

During FY 2005, the agency conducted seminar and training sessions throughout the State, training public and private organizations, civic groups, neighborhood organizations, realtors, landlords and schools. In the last quarter of FY 2005, the public information program provided 18 training sessions and trained 775 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, disability, fair housing, diversity training and the investigative process.

The KHRC also hosted its tenth Annual Employment Law Seminar on September 13, 2005. There were more than 120 attendees at this seminar.

In addition to information and training, the Agency creates and maintains Commission publications. During FY 2005, the agency distributed thousands of posters, brochures, and pamphlets and fielded hundreds of telephone inquiries. 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*.

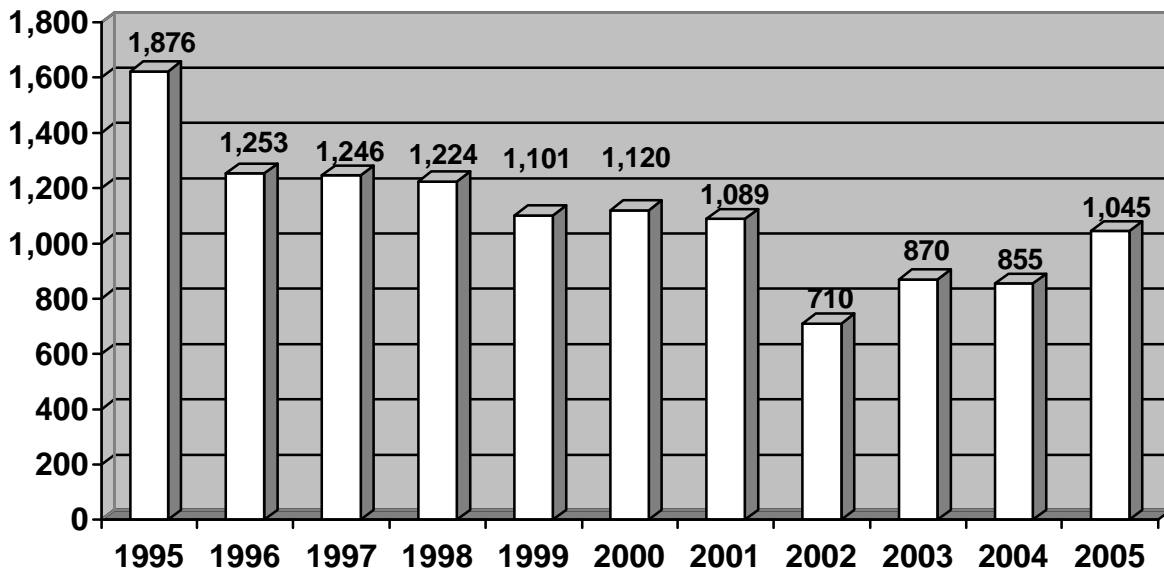
During FY 2005, the Commission continued to update and improve its informational web site. The site not only provides information on the Kansas Human Rights Commission, its Commissioners and the law it is empowered to enforce, but it has links to other state human rights organizations and various civil rights related web sites. The web page address is [www.khrc.net](http://www.khrc.net).

# STATISTICAL DATA

## COMPLAINTS FILED FY 2005

AREA	COMPLAINTS	PERCENTAGE OF COMPLAINTS
Employment	961	92%
Housing	12	1%
Public Accommodation	72	7%
Total Charges Filed	1,045	100%

## COMPLAINTS FILED FY 1995 – FY 2005



## BASES FILED FY 2005

CATEGORY	NUMBER
Employment	1,356
Housing	15
Public Accommodation	81
<b>Total Bases Filed</b>	<b>1,452</b>

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

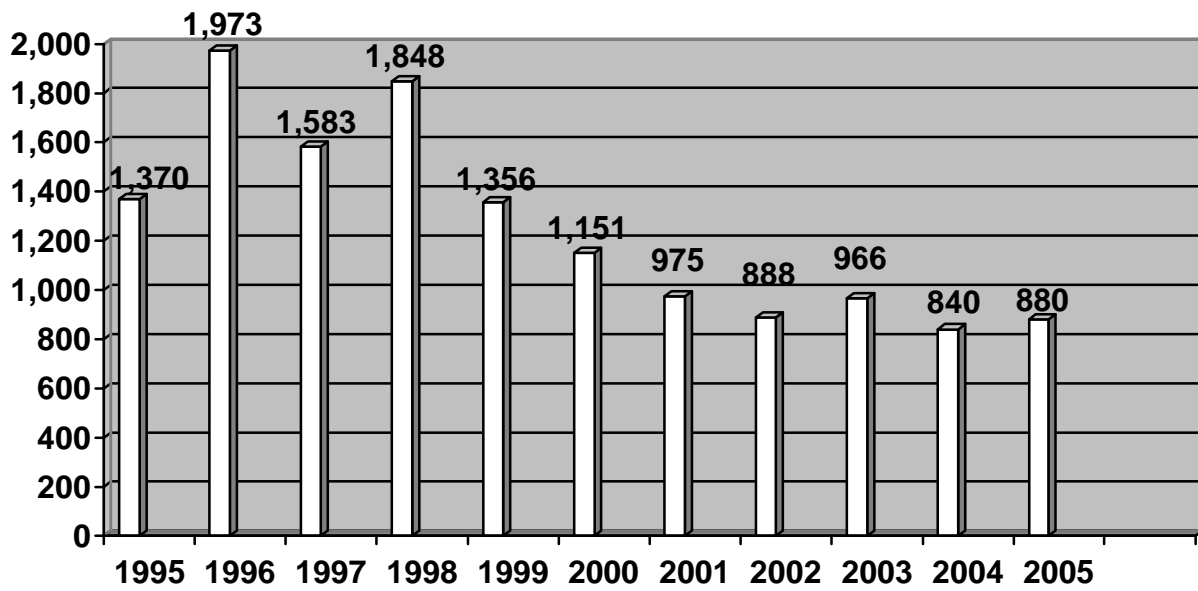
## CASES RESOLVED FY 2005

CATEGORY	NUMBER
Employment	814
Housing	10
Public Accommodation	56
<b>Total Cases Closed</b>	<b>880</b>

In FY 2005, the Commission resolved 880 cases and recovered a total of \$1,005,392 for complaints. 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 2005	TOTALS
<b>RESOLVED CASES WITH RECOVERY:</b>	
Satisfactory adjustment-mediation	53
Satisfactory adjustment-settlement	25
Satisfactory adjustment-conciliation	23
Pre-hearing settlement	3
<b>CASES WITHDRAWN BY COMPLAINANT WITH BENEFITS</b>	<b>38</b>
<b>CASES CLOSED WITHOUT RECOVERY:</b>	
Unsuccessful Conciliation	1
No probable cause determined by KHRC	518
<b>ADMINISTRATIVE CLOSURES AND WITHDRAWALS</b>	<b>219</b>
<b>TOTAL CASES RESOLVED</b>	<b>880</b>

## CASES RESOLVED YEAR-TO-YEAR FY 1995 – FY 2005

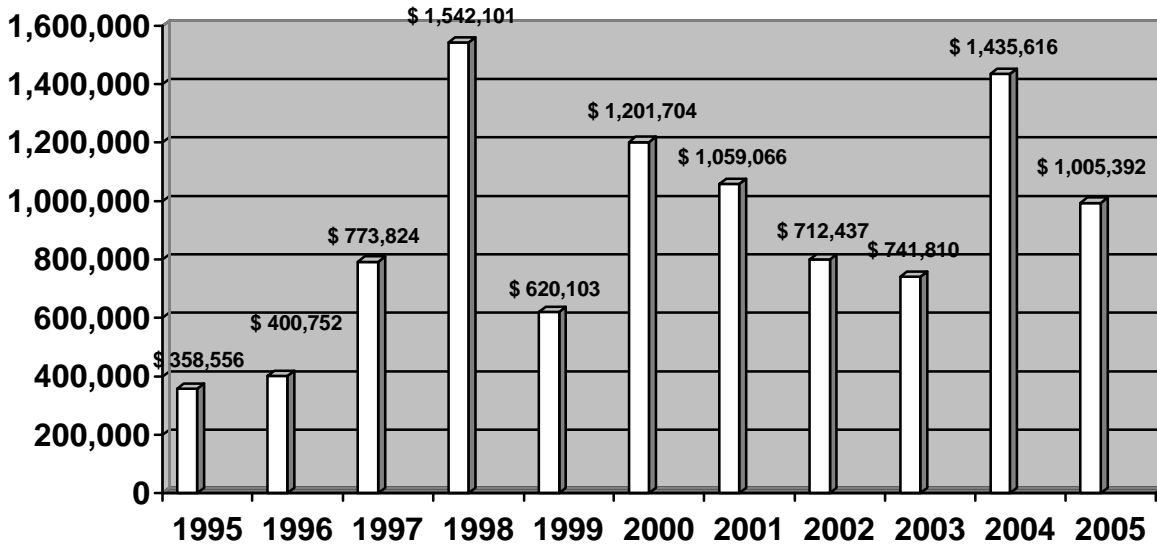


**RESOLVED CASES AND MONETARY RECOVERY  
FY 1977 – FY 2005**

<b>FISCAL YEAR</b>	<b>RESOLVED CASES</b>	<b>MONETARY RECOVERY AMOUNT</b>
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
1981	849	\$ 160,715.62
1980	570	\$ 67,588.00
1979	570	\$ 71,174.00
1978	588	\$ 87,178.00
1977	697	\$ 55,332.89



## RECOVERIES FROM FY 1995 – FY 2005



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 UNLAWFUL EMPLOYMENT PRACTICES

*Employment discrimination complaints totaled 961 approximately 92% of all complaints filed with the agency.*

BASIS	NUMBER OF BASES
Sex	342
Race	279
Disability	166
Age	187
Retaliation	267
National Origin	83
Religion	14
Color	18
Genetic Testing	0
<b>*Total</b>	<b>1,356</b>

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

## TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES FY 2005

TYPE OF ALLEGATION	NUMBER FILED
Benefits	10
Constructive Discharge	105
Demotion	41
Discharge	513
Discipline	134
Harassment	155
Hiring	58
Layoff	20
Maternity	10
Promotion	56
Reasonable Accommodation	32
Recall	7
Reference Unfavorable	5
Reinstatement	11
Retirement- Involuntary	3
Sexual Harassment	99
Suspension	32
Terms & Conditions	188
Training	4
Union Representation	1
Wages	34
Other	2
<b>*Total</b>	<b>1,520</b>

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

## RESPONDENTS IN EMPLOYMENT CASES FY 2005

TYPE OF RESPONDENT	NUMBER
Private Employers	847
Governmental	65
Educational	47
Unions	2
<b>Total</b>	<b>961</b>

## TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES YEAR-TO-YEAR COMPARISON

TYPE OF ALLEGATION	2005	2004	2003	2002	2001	2000	1999	1998	1997
Apprenticeship	0	0	0	0	0	0	0	0	0
Assignment	0	0	0	0	0	0	0	0	1
Benefits	10	5	17	7	37	55	19	51	66
Constructive Discharge	105	84	84	59	102	201	163	243	183
Demotion	41	27	37	20	0	61	41	66	54
Discharge	513	457	491	392	492	766	630	864	924
Discipline	134	103	91	90	88	158	96	159	200
Exclusion	0	0	0	0	0	0	2	0	0
Harassment	155	139	158	93	156	543	197	357	247
Hiring	58	51	36	29	60	81	105	144	105
Intimidation	0	0	0	0	0	0	1	0	3
Involuntary Retirement	0	0	0	0	0	7	14	6	0
Layoff	20	33	27	23	27	72	37	29	61
Maternity	10	12	22	29	19	12	12	52	35
Promotion	56	38	36	36	82	129	109	130	137
Reason Accommodation	32	33	35	27	56	171	168	155	141
Recall	7	2	1	3	2	8	13	21	33
Reference Unfavorable	5	4	6	4	2	7	0	16	1
Reinstatement	11	11	9	2	4	1	12	22	16
Retirement-Involuntary	3	1	2	0	0	0	0	0	0
Sexual Harassment	99	98	85	96	144	300	230	317	242
Suspension	32	29	22	33	27	94	82	97	10
Terms & Conditions	188	136	136	71	326	498	427	799	877
Training	4	8	4	3	6	54	17	50	33
Union Representation	1	2	5	1	5	14	21	23	9
Wages	34	16	28	27	24	191	100	149	153
Other	2	0	0	1	1	66	136	0	126
<b>Total</b>	<b>1,520</b>	<b>1,289</b>	<b>1,332</b>	<b>1,046</b>	<b>1,660</b>	<b>3,489</b>	<b>2,632</b>	<b>3,750</b>	<b>3,657</b>

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

## BASES OF UNLAWFUL HOUSING PRACTICES FY 2005

*Housing discrimination complaints totaled 12, less than 1% of all complaints filed with the agency in FY 2005.*

BASIS OF COMPLAINT	NUMBER OF BASES
Race	3
Disability	7
Familial Status	1
Sex	2
Retaliation	2
Ancestry	0
Religion	0
National Origin	0
Color	0
*Total	15

## TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES FY 2005

TYPE OF ALLEGATION	NUMBER OF ALLEGATIONS
Eviction	7
Refusal to Rent	1
Terms & Conditions	1
Harassment	1
Reasonable Accommodation	5
Sexual Harassment	1
Denied Loan	0
*Total	16

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

## TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES 1998 - 2005 (YEAR-TO-YEAR COMPARISON)

UNLAWFUL PRACTICES	2005	2004	2003	2002	2001	2000	1999	1998
Terms & Conditions	1	2	1	4	5	10	3	3
Refusal to Rent or Sell	1	0	1	3	2	2	3	10
Brokerage/Finance	0	2	0	1	0	6	0	0
Accommodations	5	0	0	0	0	0	2	0
Eviction	7	2	1	3	8	8	3	17
Unfavorable References	0	0	0	0	0	0	0	0
Design/Construction	0	0	0	0	0	0	0	0
Retaliation/Coercion	0	0	1	0	0	4	0	2
Harassment	1	4	2	4	4	0	0	0
Sexual Harassment	1	0	0	1	0	1	1	1
Other	0	0	0	0	0	0	3	0
<b>*Total</b>	<b>16</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>19</b>	<b>31</b>	<b>15</b>	<b>33</b>

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

## BASES OF UNLAWFUL DISCRIMINATION IN PUBLIC ACCOMMODATIONS 2005

Public accommodation complaints totaled 72, approximately 6.8%  
of all complaints filed with the agency during FY 2005.

BASIS OF COMPLAINT	NUMBER OF BASES
Race	30
Disability	36
Sex	1
Ancestry	0
Color	2
National Origin	5
Retaliation	6
Religion	1
<b>*Total</b>	<b>81</b>

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

**TYPES OF ALLEGATIONS OF UNLAWFUL  
PUBLIC ACCOMMODATION CASES 2005**

<b>CATEGORY</b>	<b>NUMBER</b>
Unequal Service	<b>30</b>
Denial of Service	<b>16</b>
Denied Accessible Parking	<b>24</b>
Harassment	<b>15</b>
*Total	<b>85</b>

**TYPES OF ALLEGATIONS OF UNLAWFUL  
PUBLIC ACCOMMODATION CASES  
YEAR-TO-YEAR COMPARISON**

<b>CATEGORY</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>	<b>1998</b>	<b>1997</b>
Unequal Service	<b>30</b>	<b>16</b>	<b>11</b>	<b>8</b>	<b>15</b>	<b>27</b>	<b>42</b>	<b>35</b>	<b>17</b>
Denial of Service	<b>16</b>	<b>18</b>	<b>15</b>	<b>23</b>	<b>18</b>	<b>14</b>	<b>15</b>	<b>13</b>	<b>20</b>
Denied Accessible Parking	<b>24</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Harassment	<b>15</b>	<b>12</b>	<b>14</b>	<b>19</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
*Total	<b>85</b>	<b>46</b>	<b>45</b>	<b>50</b>	<b>49</b>	<b>41</b>	<b>57</b>	<b>48</b>	<b>37</b>

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

**TYPES OF RESPONDENTS IN PUBLIC  
ACCOMMODATION CASES FY 2005**

<b>TYPE OF RESPONDENT</b>	<b>NUMBER</b>
Retail	<b>18</b>
Eating Establishment	<b>9</b>
Finance	<b>0</b>
Hotel Industry	<b>7</b>
Amusement	<b>9</b>
Services	<b>29</b>
Total	<b>72</b>

**BASIS OF COMPLAINT *versus* AREA IN WHICH  
COMPLAINT WAS ALLEGED FY 2005**

<b>BASIS</b>	<b>EMPLOYMENT</b>	<b>HOUSING</b>	<b>PUBLIC ACCOM.</b>	<b>TOTAL</b>
Sex	<b>342</b>	<b>2</b>	<b>1</b>	<b>345</b>
Race	<b>279</b>	<b>3</b>	<b>30</b>	<b>312</b>
Disability	<b>166</b>	<b>7</b>	<b>36</b>	<b>209</b>
Retaliation	<b>267</b>	<b>2</b>	<b>6</b>	<b>275</b>
Age	<b>187</b>	<b>0</b>	<b>0</b>	<b>187</b>
Genetic Tests	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
National Origin	<b>83</b>	<b>0</b>	<b>5</b>	<b>88</b>
Religion	<b>14</b>	<b>0</b>	<b>1</b>	<b>15</b>
Color	<b>18</b>	<b>0</b>	<b>2</b>	<b>20</b>
Familial Status	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>*Total</b>	<b>1,356</b>	<b>15</b>	<b>81</b>	<b>1,452</b>

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

**DISTRIBUTION OF CASES RECEIVED  
BY RESPONDENT CITY FY 2005**

<b>CITY</b>	<b>EMP</b>	<b>PA</b>	<b>HSG</b>	<b>CITY</b>	<b>EMP</b>	<b>PA</b>	<b>HSG</b>
Alma	2			Ft. Leavenworth	1		
Andover	2			Ft. Riley	4		
Arkansas City	9			Ft. Scott	5		
Atchison	8			Fredonia	2		
Augusta	2			Frontenac	2	1	
Baldwin City	1			Galena	1		
Basehor	1			Garden City	7		
Baxter Springs	2			Gardner	3		
Bel Aire	3			Girard	2		
Belleville	1			Goddard	1		
Beloit	2			Great Bend	5		
Bonner Springs	1			Halstead	2		
Burlington	6			Haven	1		
Chanute	3			Hays	5		
Cherryvale	2			Haysville	1		
Cimarron	2			Herington	1		
Clay Center	1			Hesston	5		
Coffeyville	6	2		Hiawatha		1	
Colby	1			Hill City	1	1	
Columbus	5			Holcomb	3		
Colwich	1			Holton	3		
Concordia	2			Hoxie	1		
Cottonwood Falls	2			Hugoton	1		
Courtland	1			Hutchinson	15	3	1
De Soto	2			Independence	7		
Derby	2			Iola	5		
Dodge City	12			Junction City	9		
El Dorado	4			Kansas City	54	1	1
Ellinwood	1			Kechi	1		
Ellsworth	2			Larned		1	
Emporia	14	1		Lawrence	29		
Eudora	1			Leavenworth	9	1	
Eureka	1			Leawood	6	1	



**DISTRIBUTION OF CASES RECEIVED  
BY RESPONDENT CITY FY 2005 (Continued)**

<b>CITY</b>	<b>EMP</b>	<b>PA</b>	<b>HSG</b>	<b>CITY</b>	<b>EMP</b>	<b>PA</b>	<b>HSG</b>
Lenexa	27			Parsons	7		
Leoti	1			Peabody	1		
Liberal	10			Perry	1		
Lindsborg	1			Pittsburg	6		
Linwood	1			Prairie Village	2		
Louisburg	1			Pratt	3		
Lucas	2			Riley	1		
Maize	3			Rose Hill	3		
Manhattan	13	1		Russell		1	
Marquette	1			Salina	13	3	
McPherson	5			Scranton	1		
Merriam	8		1	Sedan	1		
Mission	6			Sedgwick	1		
Modoc	1			Shawnee	12		
Mulvane	2			Shawnee Mission	10		
Ness City	1			Stanley	1		
New Century	3			Syracuse	1		
Newton	8			Tonganoxie	1		
Norton	1	1		Topeka	152	7	4
Nortonville	1			Valley Center	2		
Olathe	29	2		Valley Falls	1		
Osage City	1			Wakeeney	1		
Osawatomie	2			Wamego	1		
Oskaloosa	1			Washington	1		
Ottawa	8			Wellington	2		
Overland Park	50	2		Wichita	241	42	5
Paola	2			Winfield	2		
Park City	2			Total	961	72	12
				Grand Total	1,045		