

Kansas Human Rights Commission



**Annual Report
Fiscal Year 2006
July 1, 2005 - June 30, 2006**

KANSAS HUMAN RIGHTS COMMISSION

2006 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 profiling in conjunction with traffic stops, 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

Clyde Howard
At Large, Manhattan

Lou Ann Thoms
Real Estate, Topeka

Anthony Villegas, Sr.
Labor, Kansas City

Jerome Williams
Industry, Wichita

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, if necessary, investigates 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

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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
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Independence

Independence Corporate Offices
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
Catherine Walter	Staff Attorney
Orie Kirksey	Topeka Investigative Administrator
Bill Wright	Topeka Investigative Administrator
Jane Neave	Wichita Investigative Administrator
Rick Fischli	Racial and Other Profiling Administrator
Beth Montgomery	Office Manager
Jeremy Deckard	Public Information Officer
Paul Forese	Investigator - Topeka
Barbara Girard	Investigator-Topeka
Holly King	Investigator- Topeka
Vamba Nzwilli	Investigator - Topeka
Kathy Prochazka	Investigator - Topeka
Dan Wentling	Investigator- Topeka
Barbara Combs	Investigator - Wichita
Marvin McCurtis	Investigator-Wichita
Cindy Nelson	Investigator - Wichita
Donna Wood	Investigator - Wichita
Kelly McKinley	Intake Supervisor
Robert Easterling	Intake Specialist
Bobbie Hunziker	Intake Specialist
Caryl Hines	Secretary - Topeka
Carol Radcliffe	Secretary - Wichita
Linda Wenger	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 K.S.A. 22-4406 et seq which states, "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, if necessary, investigate such complaints. K.S.A. 22-4406 et seq 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 six 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 2006 total budget was \$2,066,795 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	\$ 1,719,063
Fee Funds	\$ 10,532
Federal Funds	\$ 337,200
Totals	\$ 2,066,795

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 FY 2006, age 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 2006, KHRC closed 1,011 cases and recovered \$927,285 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 eight 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.

K.S.A. 22-4606 et seq, which became effective July 1, 2005, allows any person who believes they have been subjected to racial and other profiling by a law enforcement officer or agency to file a complaint with the Kansas Human Rights Commission. The law prohibits relying, as the sole factor, on race, ethnicity, national origin, gender, or religious dress. The Commission shall review and, if necessary, investigate the complaint.

Pursuant to guidelines adopted by the Commission, a complaint filed with the Commission alleging profiling must be filed within six months after the alleged act of profiling, unless the act complained of constitutes a continuing pattern or practice of profiling, in which event it will be from the last date of profiling.

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, 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. An employment, housing, or public accommodation complaint must be signed, verified and notarized before it can be officially filed with the Commission. A complaint alleging racial and other profiling is not required to be verified or notarized. Forms and information about filing a complaint of discrimination may be obtained at any area office or the Commission web page.

There were almost 9,500 inquiries to KHRC's intake department during FY 2006. 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 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.

In a profiling case, the Commission will consult with the respondent in an effort to resolve and settle the complaint if the Commission finds "Probable Cause."

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 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, 793 cases were referred to mediation. Of that number, 207 mediations were completed, with another 39 under consideration by the parties involved or pending. At the end of FY 2006 17 mediations were scheduled, but not completed. A total of 96 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. In FY 2006, the Kansas Human Rights Commission Pro Tem Hearing Examiners presided over public hearing proceedings.

At the beginning of FY 2006, eight cases were pending in the Office of Administrative Hearings. There were four new public hearing cases for FY 2006. One public hearing was held in FY 2006. There were two administrative closures.

In FY 2006, the Office of Administrative Hearings conducted a pre-hearing conference in one case.

There were three settlements completed in FY 2006.

In summary, action was completed on five of the cases, and at the end of FY 2006, seven 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, college-level classes, high school classes, and the constant development of its web site.

During FY 2006, the agency conducted seminar and training sessions throughout the State, training public and private organizations, civic groups, neighborhood organizations, realtors, landlords and schools. In FY 2006, the public information program provided 108 training sessions and trained 5,005 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, fair housing, diversity training and the investigative process.

The KHRC also hosted its 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 2006, the agency distributed thousands of posters 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*.

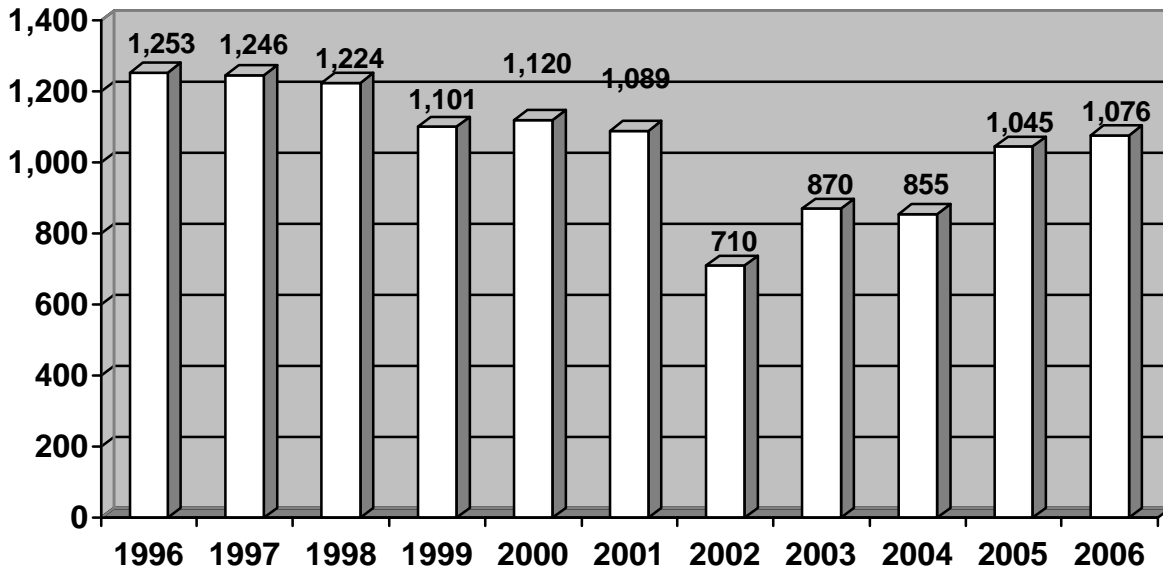
During FY 2006, the Commission continued to update and improve its informational web site. The site not only provides information on the Kansas Human Rights Commission, its Commissioners and the law it is empowered to enforce, but it has links to other state human rights organizations and various civil rights related web sites. The web page address is www.khrc.net.

STATISTICAL DATA

COMPLAINTS FILED FY 2006

AREA	COMPLAINTS	PERCENTAGE OF COMPLAINTS
Employment	1,029	95.6%
Housing	15	1.4%
Public Accommodation	20	1.9%
Racial & Other Profiling	12	1.1%
Total Charges Filed	1,076	100.0%

COMPLAINTS FILED FY 1996 – FY 2006



BASES FILED FY 2006

CATEGORY	NUMBER
Employment	1,456
Housing	19
Public Accommodation	24
Racial & Other Profiling	18
Total Bases Filed	1,517

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

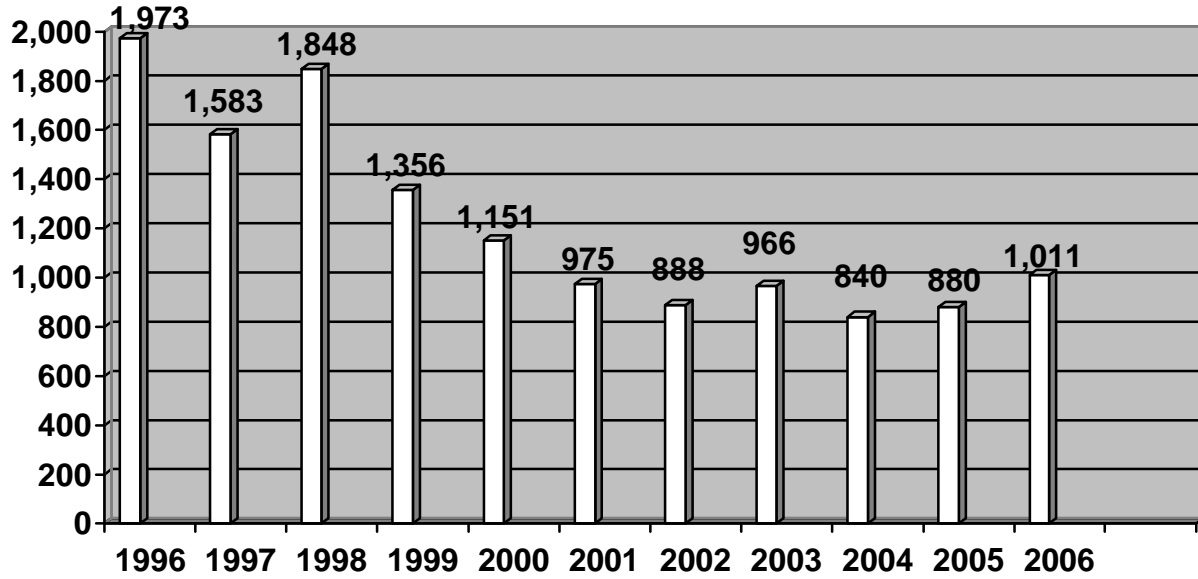
CASES RESOLVED FY 2006

CASES	NUMBER
Total Cases Closed	1,011

In FY 2006, the Commission resolved 1,011 cases and recovered a total of \$927,285 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 2006	TOTALS
RESOLVED CASES WITH RECOVERY:	
Satisfactory adjustment-mediation	96
Satisfactory adjustment-settlement	23
Satisfactory adjustment-conciliation	1
Settlements at the hearing level	3
CASES WITHDRAWN BY COMPLAINANT WITH BENEFITS	55
CASES CLOSED WITHOUT RECOVERY:	
Unsuccessful Conciliation	0
No probable cause determined by KHRC	658
ADMINISTRATIVE CLOSURES AND WITHDRAWALS	175
TOTAL CASES RESOLVED	1,011

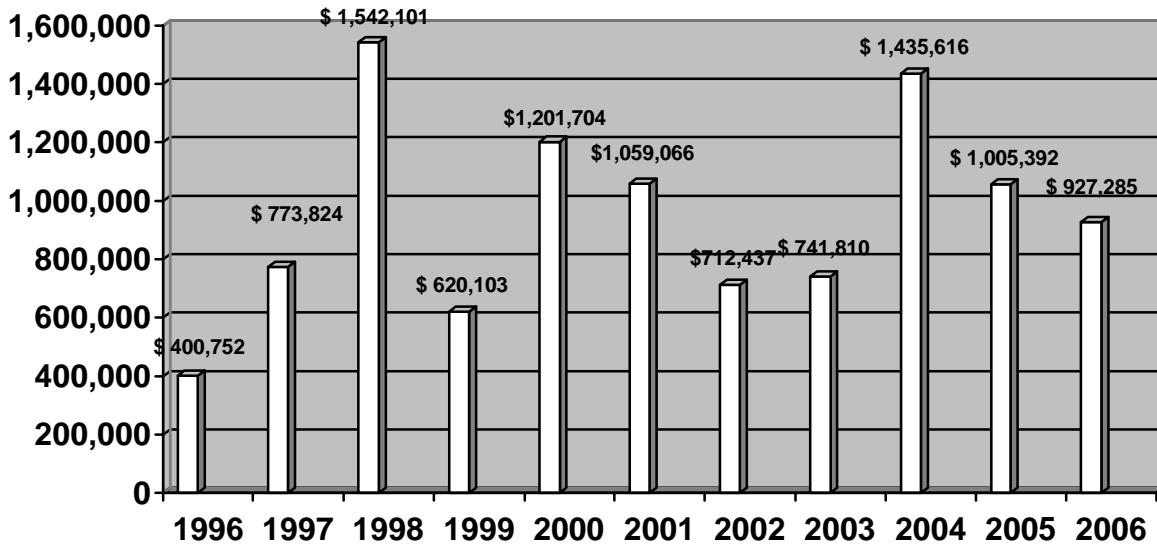
CASES RESOLVED YEAR-TO-YEAR FY 1996 – FY 2006



**RESOLVED CASES AND MONETARY RECOVERY
FY 1978 – FY 2006**

FISCAL YEAR	RESOLVED CASES	MONETARY RECOVERY AMOUNT
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
1981	849	\$ 160,715.62
1980	570	\$ 67,588.00
1979	570	\$ 71,174.00
1978	588	\$ 87,178.00

RECOVERIES FROM FY 1996 – FY 2006



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 in FY 2006

Employment discrimination complaints totaled 1,029, approximately 96% of all complaints filed with the agency.

BASIS	NUMBER OF BASES
Age	343
Sex	271
Retaliation	270
Race	245
Disability	186
National Origin	88
Religion	33
Color	15
Ancestry	5
Genetic Testing	0
*Total	1,456

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

TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES FY 2006

TYPE OF ALLEGATION	NUMBER FILED
Benefits	5
Constructive Discharge	89
Demotion	29
Discharge	504
Discipline	123
Harassment	143
Hiring	121
Layoff	70
Maternity	3
Promotion	70
Reasonable Accommodation	64
Recall	2
Reference Unfavorable	10
Reinstatement	10
Retirement- Involuntary	5
Severance Pay Denied	5
Sexual Harassment	108
Suspension	68
Terms & Conditions	442
Training	19
Union Representation	6
Wages	86
Other	0
*Total	1,982

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

RESPONDENTS IN EMPLOYMENT CASES FY 2006

TYPE OF RESPONDENT	NUMBER
Private Employers	915
Governmental	71
Educational	37
Unions	6
Total	1,029

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

TYPE OF ALLEGATION	2006	2005	2004	2003	2002	2001	2000	1999	1998
Apprenticeship	0	0	0	0	0	0	0	0	0
Assignment	0	0	0	0	0	0	0	0	0
Benefits	5	10	5	17	7	37	55	19	51
Constructive Discharge	89	105	84	84	59	102	201	163	243
Demotion	29	41	27	37	20	0	61	41	66
Discharge	504	513	457	491	392	492	766	630	864
Discipline	123	134	103	91	90	88	158	96	1590
Exclusion	0	0	0	0	0	0	0	2	0
Harassment	143	155	139	158	93	156	543	197	357
Hiring	121	58	51	36	29	60	81	105	144
Intimidation	0	0	0	0	0	0	0	1	0
Layoff	70	20	33	27	23	27	72	37	29
Maternity	3	10	12	22	29	19	12	12	52
Promotion	70	568	38	36	36	82	129	109	130
Reason Accommodation	64	32	33	35	27	56	171	168	155
Recall	2	7	2	1	3	2	8	13	21
Reference Unfavorable	10	5	4	6	4	2	7	0	16
Reinstatement	10	11	11	9	2	4	1	12	22
Retirement-Involuntary	5	3	1	2	0	0	0	0	0
Severance Pay Denied	5	0	0	0	0	0	0	0	0
Sexual Harassment	108	99	98	85	96	144	300	230	317
Suspension	68	32	29	22	33	27	94	82	97
Terms & Conditions	442	188	136	136	71	326	498	427	799
Training	19	4	8	4	3	6	54	17	50
Union Representation	6	1	2	5	1	5	14	21	23
Wages	86	34	16	28	27	24	191	100	149
Other	0	1	0	0	1	1	66	136	06
Total	1,982	1,520	1,289	1,332	1,046	1,660	3,489	2,632	3,750

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

BASES OF UNLAWFUL HOUSING PRACTICES FY 2006

Housing discrimination complaints totaled 15, approximately 1% of all complaints filed with the agency in FY 2006.

BASIS OF COMPLAINT	NUMBER OF BASES
Race	10
Disability	4
Familial Status	2
National Origin	2
Religion	1
Retaliation	0
Sex	0
Color	0
Ancestry	0
*Total	19

TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES FY 2006

TYPE OF ALLEGATION	NUMBER OF ALLEGATIONS
Eviction	8
Refusal to Rent/Sell	3
Terms & Conditions	1
Harassment	4
Reasonable Accommodation	3
Sexual Harassment	0
Denied Loan	0
*Total	19

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

**TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES
FY 1999 – FY 2006
(YEAR-TO-YEAR COMPARISON)**

UNLAWFUL PRACTICES	2006	2005	2004	2003	2002	2001	2000	1999
Terms & Conditions	1	1	2	1	4	5	10	3
Refusal to Rent or Sell	3	1	0	1	3	2	2	3
Brokerage/Finance	0	0	2	0	1	0	6	0
Accommodations	3	5	0	0	0	0	0	2
Eviction	8	7	2	1	3	8	8	3
Retaliation/Coercion	0	0	0	1	0	0	4	0
Harassment	4	1	4	2	4	4	0	0
Sexual Harassment	0	1	0	0	1	0	1	1
Other	0	0	0	0	0	0	0	3
*Total	19	16	10	6	16	19	31	15

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

**BASES OF UNLAWFUL DISCRIMINATION IN
PUBLIC ACCOMMODATIONS FY 2006**

Public accommodation complaints totaled 20, approximately 2% of all complaints filed with the agency during FY 2006.

BASIS OF COMPLAINT	NUMBER OF BASES
Disability	9
Race	8
National Origin	4
Sex	1
Color	1
Retaliation	1
Ancestry	0
Religion	0
*Total	24

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

**TYPES OF ALLEGATIONS OF UNLAWFUL
PUBLIC ACCOMMODATION CASES FY 2006**

CATEGORY	NUMBER
Unequal Service	6
Denial of Service	14
Denied Accessible Parking	0
Harassment	4
*Total	24

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

CATEGORY	2006	2005	2004	2003	2002	2001	2000	1999	1998
Unequal Service	6	30	16	11	8	15	27	42	35
Denial of Service	14	16	18	15	23	18	14	15	13
Denied Accessible Parking	0	24	0	5	0	1	0	0	0
Harassment	4	15	12	14	19	15	0	0	0
*Total	24	85	46	45	50	49	41	57	48

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

**TYPES OF RESPONDENTS IN PUBLIC
ACCOMMODATION CASES FY 2006**

TYPE OF RESPONDENT	NUMBER
Retail	8
Eating Establishment	1
Finance	1
Hotel Industry	1
Amusement	1
Services	8
Total	20

**BASES OF UNLAWFUL DISCRIMINATION IN
RACIAL AND OTHER PROFILING FY 2006**

Racial and other profiling complaints totaled 12, approximately 1% of all complaints filed with the agency in FY 2006.

BASIS OF COMPLAINT	NUMBER OF BASES
Race	9
Ethnicity	4
National Origin	2
Sex	2
Religious Dress	1
*Total	18

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

**TYPES OF ALLEGATIONS OF UNLAWFUL
RACIAL AND OTHER PROFILING CASES FY 2006**

REASON FOR STOP/CONTACT	NUMBER
Search	7
Arrest	5
Total	12

**TYPES OF RESPONDENTS IN
RACIAL AND OTHER PROFILING CASES FY 2006**

TYPE OF RESPONDENT	NUMBER
City or Municipality	6
County	3
State	3
Total	12

**DISTRIBUTION OF RACIAL AND OTHER PROFILING CASES RECEIVED
BY COUNTY IN WHICH ALLEGATION OCCURED FY 2006**

COUNTY	NUMBER
Butler	1
Chase	1
Ford	1
Johnson	1
Lyon	1
Osage	1
Sedgwick	3
Shawnee	3
Total	12

**DISTRIBUTION OF CASES RECEIVED
BY RESPONDENT CITY FY 2006**

CITY	EMP	PA	HSG	CITY	EMP	PA	HSG
Abilene	2			Garden City	7		
Andover	1			Gardner	1		
Arkansas City	3			Girard	3		
Atchison	11			Goodland	2		
Augusta	2			Great Bend	4		
Baldwin City			1	Greeley	1		
Baxter Springs	1			Halstead	1		
Bonner Springs	3			Hays	4	1	
Caney	1			Haysville	1		
Cardondale	1			Herrington	1		
Chanute	3			Hesston	4		
Cheney	2			Hiawatha	3		
Cherryvale	1			Hill City	1		
Cimarron	1			Holcomb	5		
Clay Center	3			Holton	2		
Coffeyville	10			Hugoton	2		
Colby	1			Hutchinson	13		
Colwich	2			Independence	8		1
Concordia	1			Iola	2		
Derby	4			Junction City	9		
De Soto	1			Kansas City	62		
Dexter	1			Kechi	1		
Dodge City	14			La Cygne	1		
Edwardsville	2			Larned	2		
El Dorado	4			Lawrence	28		
Elwood	2			Leavenworth	10		
Emporia	9			Leawood	8		
Erie	1			Lenexa	32		
Eudora	2			Leoti	1		
Eureka		1		Liberal	6		
Ft. Leavenworth	1			Lindsborg	1		
Ft. Scott	2			Manhattan	10	1	
Galena	2			McLouth	1		

**DISTRIBUTION OF CASES RECEIVED
BY RESPONDENT CITY FY 2006 (Continued)**

CITY	EMP	PA	HSG	CITY	EMP	PA	HSG
McPherson	8	1		Shawnee	7		
Medora	1			Shawnee Mission	1		
Meriden	1			Spring Hill	1		
Merriam	1			Stilwell	1		
Mission	4			Sublette	1		
Mound City	1			Tecumseh	1		
Neodesha	3			Tescott	1		
Ness City	1			Topeka	128	4	8
New Century	2			Towanda	1		
Newton	6			Udall	1		
Norwich	1			Ulysses	1		
Olathe	22	1		Valley Center	2		
Osawatomie	3			Wamego	1	1	
Oskaloosa	1			Washington	1		
Ottawa	4			Wellington	2		
Overland Park	49	2		Wellsville	1		
Ozawkie	1			Westwood	1		
Paola	1			Whitewater	1		
Park City	1			Wichita	378	8	4
Parsons	5			Winfield	4		
Perry	1						
Pittsburg	14						
Prairie Village	3						
Quinter	1						
Russell	1						
Sabetha			1				
Salina	25						
Scott City	1						
Sharon Springs	1			Total	1,029	20	15
				Grand Total	1,064		

**BASIS OF COMPLAINT *versus* AREA IN WHICH
COMPLAINT WAS ALLEGED FY 2006**

BASIS	EMPLOYMENT	HOUSING	PUBLIC ACCOM.	PROFILING	TOTAL
*Age	343	N/A	N/A	N/A	343
Sex	271	0	1	2	274
Race	245	10	8	9	272
Retaliation	270	0	1	0	271
Disability	186	4	9	0	199
National Origin	88	2	4	2	96
Religion/Religious Dress	33	1	0	1	35
Color	15	0	1	0	16
Ancestry	5	0	0	0	5
#Ethnicity	N/A	N/A	N/A	4	4
%Familial Status	N/A	2	N/A	N/A	2
*Genetic Testing	0	N/A	N/A	N/A	0
**Total	1,456	19	24	18	1,517

Ethnicity is a basis only in racial and other profiling complaints.

% 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.