

Kansas Human Rights Commission



**Annual Report
Fiscal Year 2007
July 1, 2006 - June 30, 2007**

KANSAS HUMAN RIGHTS COMMISSION

2007 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.

TABLE OF CONTENTS

| | |
|---------------------------------------|----|
| Commissioners | 3 |
| Contact Information | 4 |
| Staff | 5 |
| History of the Commission | 6 |
| Introduction | 7 |
| Fiscal Allocations | 8 |
| Compliance and Enforcement Activities | 8 |
| Complaint Process | 9 |
| Third-Party Mediation Program | 10 |
| Office of Administrative Hearings | 11 |
| Public Information Program | 11 |

Statistical Data

| | |
|--|----|
| Complaints Filed | 13 |
| Cases Resolved | 14 |
| Cases Resolved Year-to-Year | 15 |
| Monetary Recovery | 16 |
| Bases of Unlawful Employment Practices | 17 |
| Bases of Unlawful Housing Practices | 20 |
| Bases of Unlawful Public Accommodation Cases | 21 |
| Bases of Racial and Other Profiling Cases | 24 |
| Distribution of Complaints by City | 26 |
| Basis of Complaint by Area | 28 |

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

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 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 | Senior Legal Counsel-Topeka |
| 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 |
| Lin Gillen | Investigator- Independence |
| Roma Meraz Valencia | Investigator-Dodge City |
| 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, 12 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.

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.

expanded the role of the Kansas Human Rights Commission and other human rights agencies.

In FY 2007, race was the number one basis of complaints filed. Retaliation, sex, disability, and age continued as the basis given for most complaints filed with this agency.

During FY 2007, KHRC closed 1,001 cases and recovered \$581,018 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 nine months currently.

FISCAL ALLOCATIONS

The Commission's Fiscal Year 2007 total budget was \$2,075,915 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 | \$ 1,757,453 |
| Fee Funds | \$ 15,005 |
| Federal Funds | \$ 303,457 |
| Totals | \$ 2,075,915 |

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.

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

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 supervisor 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, e-mail, 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 6,100 inquiries to KHRC's intake department during FY 2007. 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, 565 cases were referred to mediation. Of that number, 128 mediations were completed, with another 21 under consideration by the parties involved or pending. At the end of FY 2007 8 mediations were scheduled, but not completed. A total of 66 mediations resulted in case resolution.

In FY 2007, the Office of Administrative Hearings conducted a pre-hearing conference in ten cases.

There were seven settlements completed in FY 2007.

In summary, action was completed on ten of the cases, and at the end of FY 2007, three cases were still pending.

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 2007, the Kansas Department of Administration's Office of Administrative Hearings presided over public hearing proceedings.

At the beginning of FY 2007, seven cases were pending in the Office of Administrative Hearings. There were six new public hearing cases for FY 2007. One public hearing was held in FY 2007. There were three administrative closures.

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 2007, 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 2007, the public information program provided 141 training sessions and trained 5,816

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 10, 2007. There were more than 190 attendees at this seminar.

In addition to information and training, the agency creates and maintains Commission publications. During FY 2007, 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*.

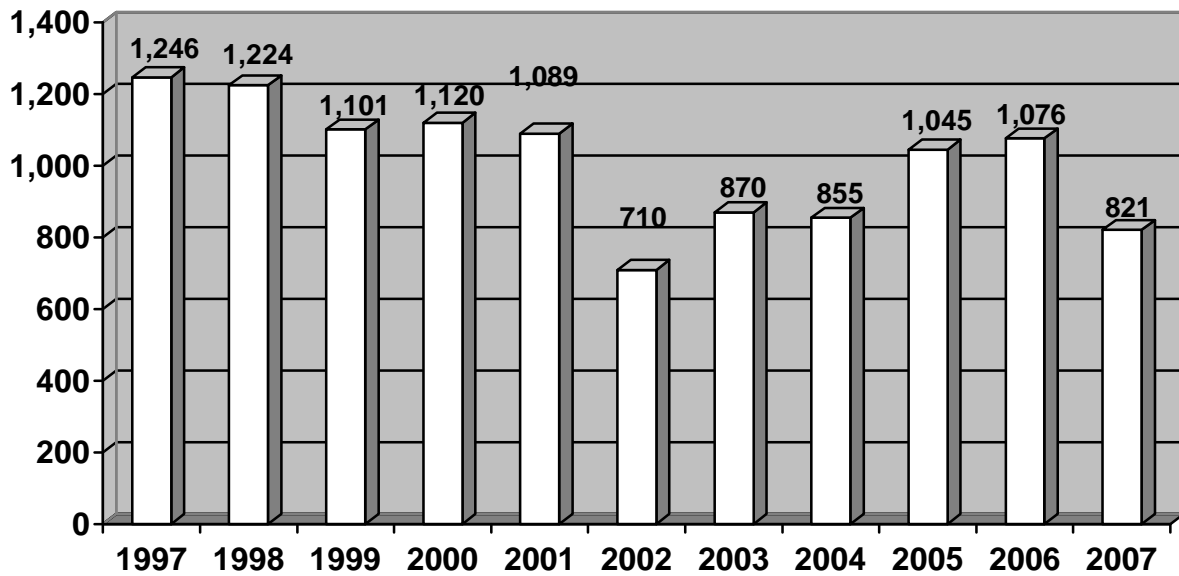
During FY 2007, the Commission continued to update and improve its informational web site. The site not only provides information on the Kansas Human Rights Commission, its Commissioners and the law it is empowered to enforce, but it has links to other state human rights organizations and various civil rights related web sites. The web page address is www.khrc.net.

STATISTICAL DATA

COMPLAINTS FILED FY 2007

| AREA | COMPLAINTS | PERCENTAGE OF COMPLAINTS |
|--------------------------|------------|--------------------------|
| Employment | 768 | 93.5% |
| Housing | 6 | 0.8% |
| Public Accommodation | 32 | 3.9% |
| Racial & Other Profiling | 15 | 1.8% |
| Total Charges Filed | 821 | 100.0% |

COMPLAINTS FILED FY 1997 – FY 2007



BASES FILED FY 2007

| CATEGORY | NUMBER |
|--------------------------|--------|
| Employment | 1,237 |
| Housing | 7 |
| Public Accommodation | 35 |
| Racial & Other Profiling | 16 |
| Total Bases Filed | 1,295 |

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

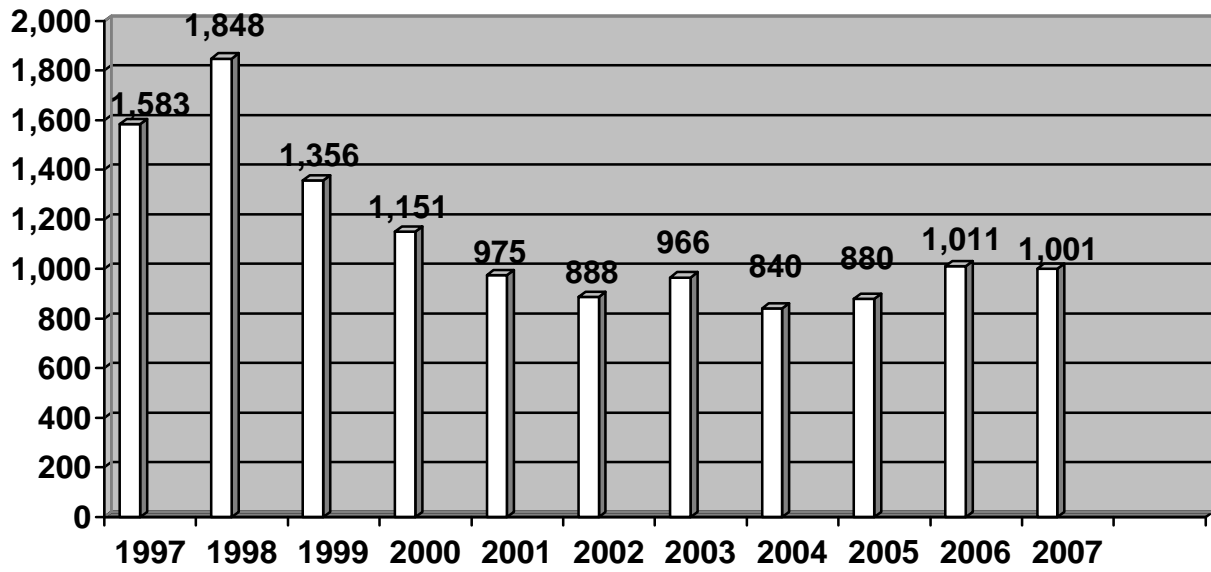
CASES RESOLVED FY 2007

| CASES | NUMBER |
|--------------------------|--------|
| Employment | 955 |
| Housing | 12 |
| Public Accommodation | 23 |
| Racial & Other Profiling | 11 |
| Total Cases Closed | 1,001 |

In FY 2007, the Commission resolved 1,001 cases and recovered a total of \$581,018 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 2007 | TOTALS |
|---|--------------|
| RESOLVED CASES WITH RECOVERY: | |
| Satisfactory adjustment-mediation | 66 |
| Satisfactory adjustment-settlement | 23 |
| Satisfactory adjustment-conciliation | 2 |
| Settlements at the hearing level | 7 |
| CASES WITHDRAWN BY COMPLAINANT WITH BENEFITS | 87 |
| CASES CLOSED WITHOUT RECOVERY: | |
| Unsuccessful Conciliation | 0 |
| No probable cause determined by KHRC | 713 |
| ADMINISTRATIVE CLOSURES AND WITHDRAWALS | 103 |
| TOTAL CASES RESOLVED | 1,001 |

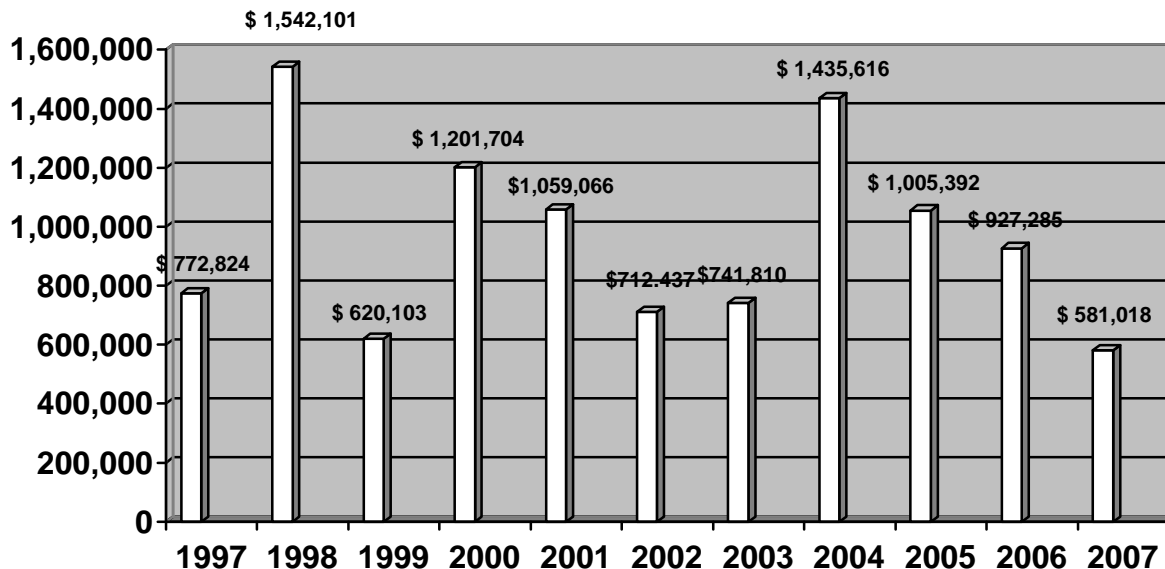
CASES RESOLVED YEAR-TO-YEAR FY 1997 – FY 2007



**RESOLVED CASES AND MONETARY RECOVERY
FY 1979 – FY 2007**

| FISCAL YEAR | RESOLVED CASES | MONETARY RECOVERY AMOUNT |
|--------------------|-----------------------|-------------------------------------|
| 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 |
| 1981 | 849 | \$ 160,715.62 |
| 1980 | 570 | \$ 67,588.00 |
| 1979 | 570 | \$ 71,174.00 |

RECOVERIES FROM FY 1997 – FY 2007



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 2007

Employment discrimination complaints totaled 768, approximately 93% of all complaints filed with the agency.

| BASIS | NUMBER OF BASES |
|-----------------|-----------------|
| Retaliation | 271 |
| Race | 254 |
| Sex | 252 |
| Disability | 179 |
| Age | 168 |
| National Origin | 78 |
| Color | 20 |
| Religion | 15 |
| Ancestry | 0 |
| Genetic Testing | 0 |
| *Total | 1,237 |

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

**TYPES OF ALLEGATIONS OF UNLAWFUL
EMPLOYMENT PRACTICES FY 2007**

| TYPE OF ALLEGATION | NUMBER FILED |
|---------------------------|---------------------|
| Benefits | 7 |
| Constructive Discharge | 69 |
| Demotion | 21 |
| Discharge | 431 |
| Discipline | 126 |
| Harassment | 85 |
| Hiring | 60 |
| Layoff | 11 |
| Maternity | 1 |
| Promotion | 53 |
| Reasonable Accommodation | 67 |
| Recall | 0 |
| Reference Unfavorable | 3 |
| Reinstatement | 9 |
| Retirement- Involuntary | 0 |
| Severance Pay Denied | 1 |
| Sexual Harassment | 120 |
| Suspension | 51 |
| Terms & Conditions | 410 |
| Training | 25 |
| Union Representation | 4 |
| Wages | 66 |
| Other | 0 |
| *Total | 1,620 |

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

RESPONDENTS IN EMPLOYMENT CASES FY 2007

| TYPE OF RESPONDENT | NUMBER |
|---------------------------|---------------|
| Private Employers | 683 |

| | |
|--------------|-----|
| Governmental | 56 |
| Educational | 26 |
| Unions | 3 |
| Total | 768 |

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

| TYPE OF ALLEGATION | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Apprenticeship | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Benefits | 7 | 5 | 10 | 5 | 17 | 7 | 37 | 55 | 19 |
| Constructive Discharge | 69 | 89 | 105 | 84 | 84 | 59 | 102 | 201 | 163 |
| Demotion | 21 | 29 | 41 | 27 | 37 | 20 | 0 | 61 | 41 |
| Discharge | 431 | 504 | 513 | 457 | 491 | 392 | 492 | 766 | 630 |
| Discipline | 126 | 123 | 134 | 103 | 91 | 90 | 88 | 158 | 96 |
| Exclusion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Harassment | 85 | 143 | 155 | 139 | 158 | 93 | 156 | 543 | 197 |
| Hiring | 60 | 121 | 58 | 51 | 36 | 29 | 60 | 81 | 105 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Layoff | 11 | 70 | 20 | 33 | 27 | 23 | 27 | 72 | 37 |
| Maternity | 1 | 3 | 10 | 12 | 22 | 29 | 19 | 12 | 12 |
| Promotion | 53 | 70 | 568 | 38 | 36 | 36 | 82 | 129 | 109 |
| Reason Accommodation | 67 | 64 | 32 | 33 | 35 | 27 | 56 | 171 | 168 |
| Recall | 0 | 2 | 7 | 2 | 1 | 3 | 2 | 8 | 13 |
| Reference Unfavorable | 3 | 10 | 5 | 4 | 6 | 4 | 2 | 7 | 0 |
| Reinstatement | 9 | 10 | 11 | 11 | 9 | 2 | 4 | 1 | 12 |
| Retirement-Involuntary | 0 | 5 | 3 | 1 | 2 | 0 | 0 | 0 | 0 |
| Severance Pay Denied | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual Harassment | 120 | 108 | 99 | 98 | 85 | 96 | 144 | 300 | 230 |
| Suspension | 51 | 68 | 32 | 29 | 22 | 33 | 27 | 94 | 82 |
| Terms & Conditions | 410 | 442 | 188 | 136 | 136 | 71 | 326 | 498 | 427 |
| Training | 25 | 19 | 4 | 8 | 4 | 3 | 6 | 54 | 17 |
| Union Representation | 4 | 6 | 1 | 2 | 5 | 1 | 5 | 14 | 21 |
| Wages | 66 | 86 | 34 | 16 | 28 | 27 | 24 | 191 | 100 |
| Other | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 66 | 136 |
| Total | 1,620 | 1,982 | 1,520 | 1,289 | 1,332 | 1,046 | 1,660 | 3,489 | 2,632 |

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

BASES OF UNLAWFUL HOUSING PRACTICES FY 2007

Housing discrimination complaints totaled 6, approximately 1% of all complaints filed with the agency in FY 2007.

| BASIS OF COMPLAINT | NUMBER OF BASES |
|--------------------|-----------------|
| Disability | 4 |
| National Origin | 1 |
| Race | 1 |
| Sex | 1 |
| Religion | 0 |
| Retaliation | 0 |
| Familial Status | 0 |
| Color | 0 |
| Ancestry | 0 |
| *Total | 7 |

TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES FY 2007

| TYPE OF ALLEGATION | NUMBER OF ALLEGATIONS |
|--------------------------|-----------------------|
| Eviction | 3 |
| Refusal to Rent/Sell | 2 |
| Terms & Conditions | 3 |
| Harassment | 2 |
| Reasonable Accommodation | 1 |
| Sexual Harassment | 0 |
| Denied Loan | 0 |
| *Total | 11 |

*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 | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 |
|-------------------------|------|------|------|------|------|------|------|------|
| Terms & Conditions | 3 | 1 | 1 | 2 | 1 | 4 | 5 | 10 |
| Refusal to Rent or Sell | 2 | 3 | 1 | 0 | 1 | 3 | 2 | 2 |
| Brokerage/Finance | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 6 |
| Accommodations | 1 | 3 | 5 | 0 | 0 | 0 | 0 | 0 |
| Eviction | 3 | 8 | 7 | 2 | 1 | 3 | 8 | 8 |
| Retaliation/Coercion | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 4 |
| Harassment | 2 | 4 | 1 | 4 | 2 | 4 | 4 | 0 |
| Sexual Harassment | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| *Total | 11 | 19 | 16 | 10 | 6 | 16 | 19 | 31 |

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

**BASES OF UNLAWFUL DISCRIMINATION IN
PUBLIC ACCOMMODATIONS FY 2007**

*Public accommodation complaints totaled 32, approximately 4%
of all complaints filed with the agency during FY 2007.*

| BASIS OF COMPLAINT | NUMBER OF BASES |
|--------------------|-----------------|
| Race | 19 |
| Disability | 14 |
| National Origin | 2 |
| Sex | 0 |
| Color | 0 |
| Retaliation | 0 |
| Ancestry | 0 |
| Religion | 0 |
| *Total | 35 |

**TYPES OF ALLEGATIONS OF UNLAWFUL
PUBLIC ACCOMMODATION CASES FY 2007**

| CATEGORY | NUMBER |
|---------------------------|--------|
| Unequal Service | 12 |
| Denial of Service | 18 |
| Denied Accessible Parking | 1 |
| Harassment | 13 |
| *Total | 44 |

*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**

| CATEGORY | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 |
|---------------------------|------|------|------|------|------|------|------|------|------|
| Unequal Service | 12 | 6 | 30 | 16 | 11 | 8 | 15 | 27 | 42 |
| Denial of Service | 18 | 14 | 16 | 18 | 15 | 23 | 18 | 14 | 15 |
| Denied Accessible Parking | 1 | 0 | 24 | 0 | 5 | 0 | 1 | 0 | 0 |
| Harassment | 13 | 4 | 15 | 12 | 14 | 19 | 15 | 0 | 0 |

| | | | | | | | | | |
|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| *Total | 44 | 24 | 85 | 46 | 45 | 50 | 49 | 41 | 57 |
|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

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

TYPES OF RESPONDENTS IN PUBLIC ACCOMMODATION CASES FY 2007

| TYPE OF RESPONDENT | NUMBER |
|----------------------|--------|
| Retail | 17 |
| Services | 13 |
| Eating Establishment | 2 |
| Hotel Industry | 0 |
| Amusement | 0 |
| Finance | 0 |
| Total | 32 |

**BASES OF UNLAWFUL DISCRIMINATION IN
RACIAL AND OTHER PROFILING FY 2007**

Racial and other profiling complaints totaled 15, approximately 2% of all complaints filed with the agency in FY 2007.

| BASIS OF COMPLAINT | NUMBER OF BASES |
|---------------------------|------------------------|
| Race | 10 |
| Ethnicity | 3 |
| National Origin | 1 |
| Sex | 6 |
| Religious Dress | 0 |
| *Total | 20 |

*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 2007**

| REASON FOR STOP/CONTACT | NUMBER |
|--------------------------------|---------------|
| Search | 6 |
| Arrest | 2 |
| Traffic Infraction | 11 |
| Use of Drug Dog | 2 |
| Other | 1 |
| Total | 22 |

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

**TYPES OF RESPONDENTS IN
RACIAL AND OTHER PROFILING CASES FY 2007**

| TYPE OF RESPONDENT | NUMBER |
|---------------------------|---------------|
| City or Municipality | 8 |
| County | 5 |
| State | 2 |
| Total | 15 |

**DISTRIBUTION OF RACIAL AND OTHER PROFILING CASES RECEIVED
BY COUNTY IN WHICH ALLEGATION OCCURED FY 2007**

| COUNTY | NUMBER |
|---------------|---------------|
| Coffey | 2 |
| Finney | 2 |
| Harvey | 1 |
| Johnson | 4 |
| Miami | 1 |
| Sedgwick | 3 |
| Thomas | 1 |
| Wyandotte | 1 |
| Total | 15 |

**DISTRIBUTION OF CASES RECEIVED
BY RESPONDENT CITY FY 2007**

| CITY | EMP | PA | HSG | CITY | EMP | PA | HSG |
|----------------|------------|-----------|------------|----------------|------------|-----------|------------|
| Abilene | 1 | | | Hays | 1 | | |
| Alma | 1 | | | Herington | 2 | | |
| Andover | 2 | | | Hesston | 2 | | |
| Arkansas City | 4 | | | Hiawatha | 4 | | |
| Atchison | 4 | | | Hillsboro | 1 | | |
| Augusta | 2 | | | Holcomb | 2 | | |
| Baxter Springs | 1 | | | Holton | 2 | | |
| Belleville | 1 | | | Horton | 2 | | |
| Beloit | 1 | | | Hutchinson | 13 | | |
| Bennington | 1 | | | Independence | 6 | | 1 |
| Bonner Springs | 3 | | | Junction City | 9 | | |
| Chanute | 2 | | | Kansas City | 79 | 1 | |
| Cherryvale | 2 | | | Lake Quivira | 1 | | |
| Clearwater | 1 | | | Lansing | 1 | | |
| Coffeyville | 8 | | | Larned | 1 | | |
| Colby | 2 | | | Lawrence | 18 | 1 | |
| Concordia | 1 | | | Leavenworth | 3 | 1 | |
| De Soto | 2 | 1 | | Leawood | 6 | | |
| Derby | 5 | | | Lenexa | 41 | | |
| Dodge City | 14 | | | Liberal | 6 | | |
| Douglass | 1 | | | Linwood | 2 | | |
| Edwardsville | 4 | | | Lyndon | 1 | | |
| El Dorado | 9 | | | Lyons | 1 | | |
| Emporia | 7 | | | Manchester | | 1 | |
| Fort Scott | 2 | 1 | | Manhattan | 8 | | |
| Fredonia | 1 | | | Marysville | 3 | | |
| Garden City | 4 | | | Mayetta | 1 | | |
| Gardner | 1 | | | McPherson | 5 | | |
| Girard | 1 | | | Medicine Lodge | 1 | | |
| Goddard | 2 | | | Meriden | 1 | | |
| Great Bend | 3 | | | Merriam | 3 | | |
| Hamilton | | | 1 | Minneapolis | 1 | | |
| Harper | 1 | | | Mission | 2 | | |

**DISTRIBUTION OF CASES RECEIVED
BY RESPONDENT CITY FY 2007 (Continued)**

| CITY | EMP | PA | HSG | CITY | EMP | PA | HSG |
|---------------------|------------|-----------|------------|---------------|------------|-----------|------------|
| Mulvane | 1 | | | Topeka | 86 | 9 | 1 |
| Neodesha | 2 | | | Towanda | 1 | | |
| Ness City | 1 | | | Valley Center | 1 | | |
| New Century | 1 | | | Wamego | 1 | | |
| Newton | 2 | | | Wathena | 1 | | |
| Olathe | 27 | 4 | | Wellington | 1 | | |
| Osage City | 5 | | | Wetmore | | 1 | |
| Osawatomie | 1 | | | Wichita | 190 | 6 | 2 |
| Ottawa | 6 | | | Yoder | 2 | | |
| Overbrook | 1 | | | | | | |
| Overland Park | 56 | 5 | | | | | |
| Ozawkie | 1 | | | | | | |
| Parsons | 5 | | | | | | |
| Phillipsburg | 1 | | | | | | |
| Pittsburg | 1 | | | | | | |
| Plainville | 1 | | | | | | |
| Roeland Park | 2 | | | | | | |
| Rose Hill | 2 | | | | | | |
| Rossville | 1 | | | | | | |
| Russell | 1 | | | | | | |
| Salina | 20 | 1 | | | | | |
| Scott City | 1 | | | | | | |
| Shawnee | 15 | | 1 | | | | |
| Shawnee Mission | 1 | | | | | | |
| South Hutchinson | 2 | | | | | | |
| Spring Hill | 1 | | | | | | |
| Stilwell | 1 | | | | | | |
| Syracuse | 1 | | | | | | |
| Tecumseh | 2 | | | Total | 768 | 32 | 6 |
| | | | | Grand Total | 806 | | |

**BASIS OF COMPLAINT *versus* AREA IN WHICH
COMPLAINT WAS ALLEGED FY 2007**

| BASIS | EMPLOYMENT | HOUSING | PUBLIC ACCOM. | PROFILING | TOTAL |
|-----------------------------|-------------------|----------------|--------------------------|------------------|--------------|
| *Age | 168 | N/A | N/A | N/A | 168 |
| Sex | 252 | 1 | 0 | 6 | 259 |
| Race | 254 | 1 | 19 | 10 | 284 |
| Retaliation | 271 | 0 | 0 | 0 | 271 |
| Disability | 179 | 4 | 14 | 0 | 197 |
| National Origin | 78 | 1 | 2 | 1 | 82 |
| Religion/Religious Dress | 15 | 0 | 0 | 0 | 15 |
| Color | 20 | 0 | 0 | 0 | 20 |
| Ancestry | 0 | 0 | 0 | 0 | 0 |
| #Ethnicity | N/A | N/A | N/A | 3 | 3 |
| %Familial Status | N/A | 0 | N/A | N/A | 0 |
| *Genetic Testing | 0 | N/A | N/A | N/A | 0 |
| **Total | 1,237 | 7 | 35 | 20 | 1,299 |

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.