

# **Kansas Human Rights Commission**



**Annual Report  
Fiscal Year 2012  
July 1, 2011 - June 30, 2012**

# KANSAS HUMAN RIGHTS COMMISSION

## 2012 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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### **Statistical Data**

<b>Complaints Filed</b>	<b>11</b>
<b>Cases Resolved</b>	<b>13</b>
<b>Cases Resolved Year-to-Year</b>	<b>14</b>
<b>Monetary Recovery</b>	<b>15</b>
<b>Bases of Employment Complaints Received</b>	<b>16</b>
<b>Bases of Housing Practices Complaints Received</b>	<b>19</b>
<b>Bases of Public Accommodation Complaints Received</b>	<b>21</b>
<b>Distribution of Complaints by City</b>	<b>23</b>

**THE COMMISSIONERS**  
**As of June 30, 2012**

**Melvin Neufeld**  
**Chair**

*Industry, Garden City*

**Terry Crowder**

*Labor, Topeka*

**Pat Hill**

*Real Estate, Overland Park*

**Joshua Ney**

*Legal, Lawrence*

**Vacant**

*At Large*

**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.

## **Contact Information**

### **Topeka-Main Office**

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

### **Wichita**

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

### **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

### **Website**

[www.khrc.net](http://www.khrc.net)

### **E-Mail Address**

[khrc@ink.org](mailto:khrc@ink.org)

## **KHRC STAFF**

### **As of June 30, 2012**

William V. Minner	Executive Director
Ruth Glover	Assistant Director
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
Roma Meraz Valencia	Investigator-Dodge City
Lin Gillen	Investigator- Independence
Paul Forese	Investigator - Topeka
Barbara Girard	Investigator-Topeka
Holly King	Investigator- Topeka
Vamba Nzwilli	Investigator - Topeka
Dan Wentling	Investigator- Topeka
Marvin McCurtis	Investigator-Wichita
Cindy Nelson	Investigator - Wichita
Robert Easterling	Intake Supervisor
Laura Gomez	Intake Specialist
Caryl Hines	Secretary - Topeka
Etta James	Office Specialist -Topeka
Yona Johnson	Receptionist - Wichita

## **HISTORY OF THE KHRC**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## INTRODUCTION

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

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

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

## FISCAL ALLOCATIONS

The Commission's Fiscal Year 2012 total expenditure budget was approved at \$1,706,079 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:

<b>General Funds</b>	<b>\$ 1,257,329</b>
<b>Fee Funds</b>	<b>\$ 13,058</b>
<b>Federal Funds</b>	<b>\$ 435,692</b>
<b>Totals</b>	<b>\$ 1,706,079</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, which has expanded the role of the Kansas Human Rights Commission and other human rights agencies.

In FY 2012, retaliation was the number one basis of complaints filed. Sex, race, disability, and age continued as the basis given for most complaints filed with this agency.

The KHRC closed 1,150 cases and recovered \$802,694 for complainants. This figure does not include the value of positions or jobs, which may have been obtained by the Commission for complainants, nor does it include other non-monetary remedies.

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

### **MONITORING COMPLIANCE**

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

### **CONTRACT COMPLIANCE**

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

Kansas Act Against Discrimination and the Kansas Age Discrimination in Employment Act.

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

### **THE COMPLAINT PROCESS**

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

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

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

A complaint may be filed personally, by an attorney, or with the assistance of the KHRC Intake Unit. An individual may write, e-mail, telephone or come into one of the Kansas Human Rights Commission's offices to begin the filing process. If the complaint falls within the Commission's jurisdiction, a

formal complaint may be submitted. Intake staff is available to assist in drafting a complaint based on information provided by the complainant. An employment, housing, or public accommodation complaint must be signed, verified and notarized before it can be officially filed with the Commission. Forms and information about filing a complaint of discrimination may be obtained at any area office or the Commission website.

There were over 5,400 contacts through KHRC's intake department during FY 2012. Some inquiries were outside of KHRC's jurisdiction or beyond the timely filing limit and were referred to the Equal Employment Opportunity Commission or other agencies.

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

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

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

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

gathered in an objective and impartial manner.

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

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

### **THIRD-PARTY MEDIATION PROGRAM**

Under this program KHRC contracts with Kansas Legal Services to offer a voluntary procedure in which the parties to discrimination complaints filed with KHRC may attempt to mediate and resolve their controversies short of having 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, 597 cases were referred to mediation. Of that number, 141 mediations were completed, with another 56 under consideration by the parties involved or pending. At the end of fiscal year, 18 mediations were scheduled, but not completed. A total of 95 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 Department of Administration's Office of Administrative Hearings presides over any public hearing proceedings.

At the beginning of FY 2012, one case was pending in the Office of Administrative Hearings, but it settled during the fiscal year. No public hearings were held in FY 2012. No additional cases were forwarded to the Office of Administrative Hearings, and no cases were pending at the end of the fiscal year.

## **PUBLIC INFORMATION PROGRAM**

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

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

During FY 2012, the public information program trained 357 individuals.

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

The KHRC also hosted its Annual Employment Law Seminar on November 14, 2011. There were 218 registrants at this seminar.

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

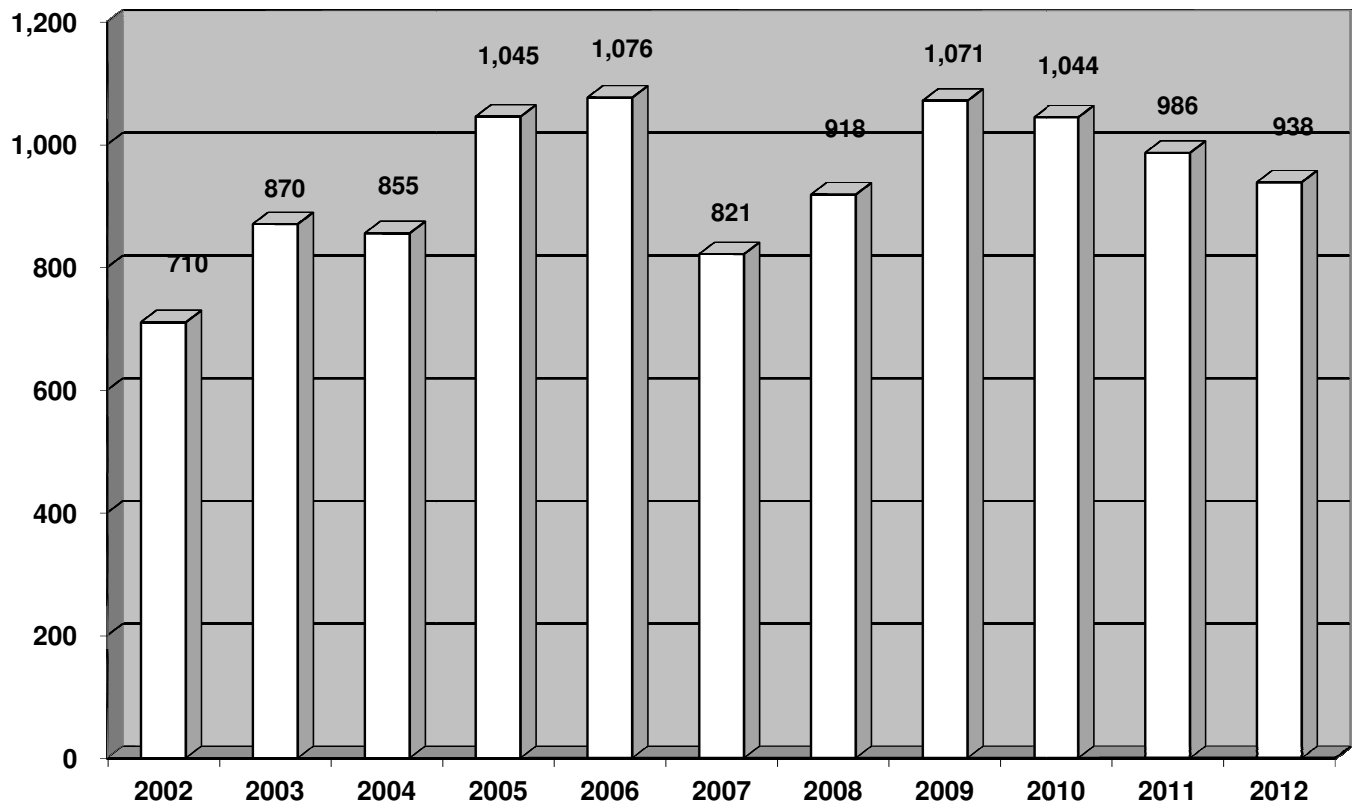
The Commission continued to update and improve its informational web site. The site not only provides information on the Kansas Human Rights Commission, its Commissioners and the law it is empowered to enforce, but it has links to other state human rights organizations and various civil rights related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

# STATISTICAL DATA

## COMPLAINTS FILED FY 2012

AREA	COMPLAINTS	PERCENTAGE OF COMPLAINTS
Employment	910	97%
Housing	5	1 %
Public Accommodation	23	2%
Total Charges Filed	938	100 %

## COMPLAINTS FILED FY 2002 – FY 2012



## BASES FILED FY 2012

CATEGORY	NUMBER
Employment	1,674
Housing	7
Public Accommodation	30
Total Bases Filed	1,711

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

### BASIS OF COMPLAINT *versus* AREA IN WHICH COMPLAINT WAS ALLEGED FY 2012

BASIS	EMPLOYMENT	HOUSING	PUBLIC ACCOM.	TOTAL
Retaliation	467		2	469
Sex	289	1	3	293
Race	265	2	12	279
Disability	269	2	7	278
*Age	234			234
National Origin	99	2	2	103
Religion	28		2	30
Color	21		2	23
*Genetic Testing	2			2
Ancestry				
%Familial Status				
**Total	1,674	7	30	1,711

% Familial Status is a basis only in housing complaints.

\*Age and Genetic Testing are bases only in employment complaints

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

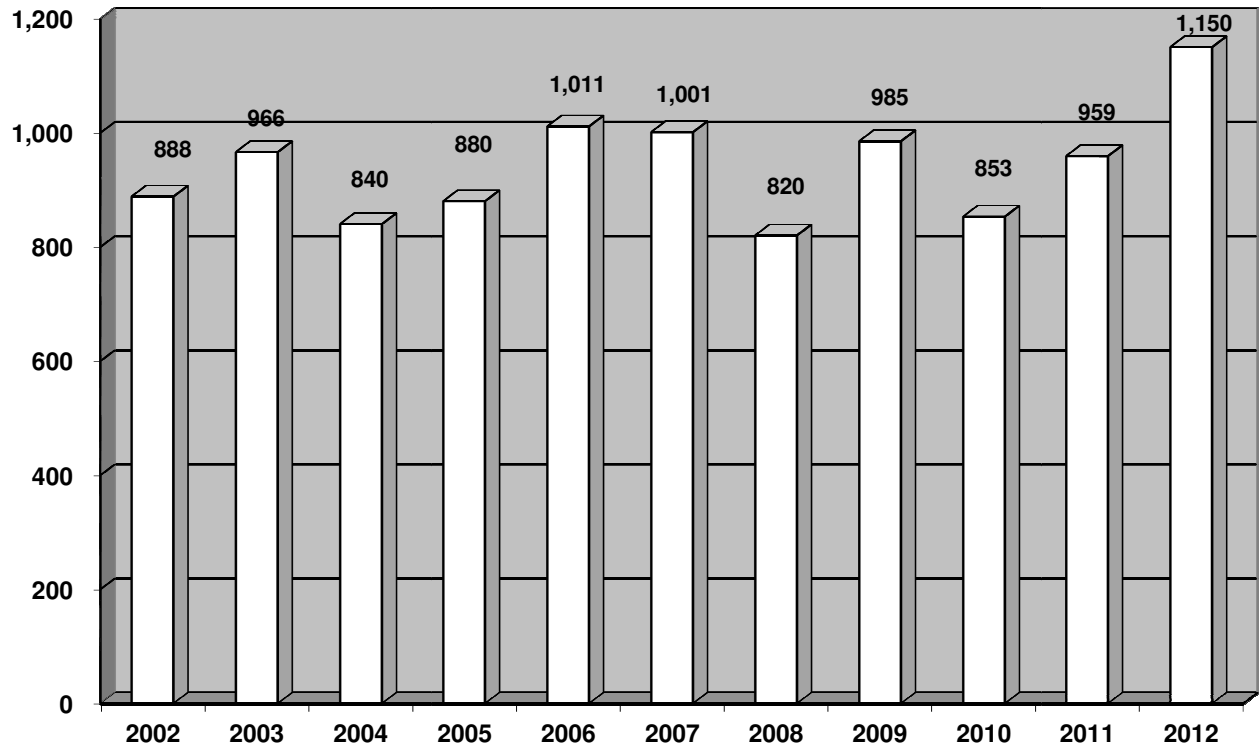
## CASES RESOLVED FY 2012

CASES	NUMBER
Total Cases Closed	1,150

The Commission resolved 1,150 cases and recovered \$802,694, 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 2012	TOTALS
<b>RESOLVED CASES WITH RECOVERY:</b>	
Satisfactory adjustment-settlement	59
Satisfactory adjustment-conciliation	27
Settlements at the hearing level	1
<b>CASES WITHDRAWN BY COMPLAINANT WITH BENEFITS</b>	120
<b>CASES CLOSED WITHOUT RECOVERY:</b>	
Unsuccessful Conciliation	3
No probable cause determined by KHRC	756
<b>ADMINISTRATIVE CLOSURES AND WITHDRAWALS</b>	184
<b>TOTAL CASES RESOLVED</b>	1,150

# CASES RESOLVED YEAR-TO-YEAR FY 2002 – FY 2012

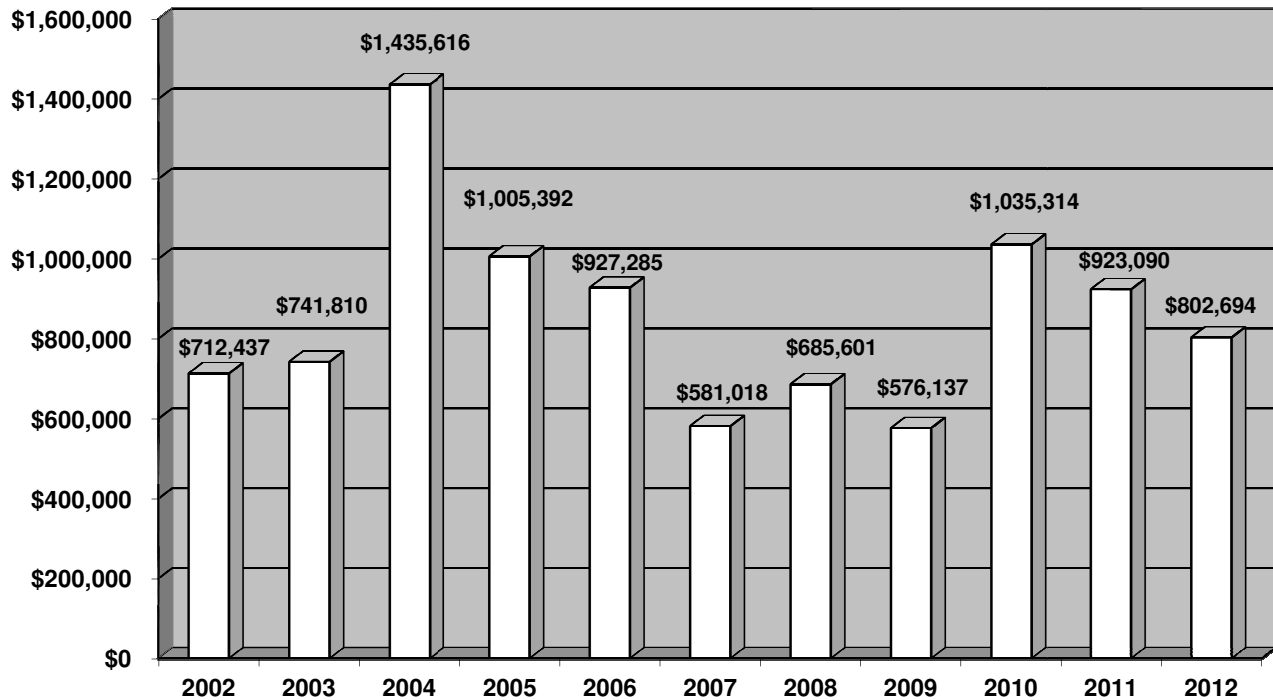


## RESOLVED CASES AND MONETARY RECOVERY FY 1982 – FY 2012

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



## RECOVERIES FROM FY 2002 – FY 2012



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

## BASES OF ALLEGED UNLAWFUL EMPLOYMENT PRACTICES in FY 2012

*Employment discrimination complaints totaled 910, approximately 97% of all complaints filed with the agency.*

BASIS	NUMBER OF BASES
Retaliation	467
Sex	289
Disability	269
Race	265
Age	234
National Origin	99
Religion	28
Color	21
Genetic Testing	2
Ancestry	0
*Total	1,674

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

## TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES FY 2012

TYPE OF ALLEGATION	NUMBER FILED
Benefits	21
Constructive Discharge	86
Demotion	24
Discharge	518
Discipline	142
Harassment	178
Hiring	52
Layoff	9
Maternity	18
Promotion	39
Reasonable Accommodation	78
Reference Unfavorable	4
Reinstatement	9
Retirement- Involuntary	5
Severance Pay Denied	1
Sexual Harassment	107
Suspension	68
Terms & Conditions	580
Training	17
Union Representation	7
Wages	54
<b>*Total</b>	<b>2,017</b>

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

## RESPONDENTS IN EMPLOYMENT CASES FY 2012

TYPE OF RESPONDENT	NUMBER
Private Employers	788
Governmental	69
Educational	44
Unions	5
Employment Agency	4
<b>Total</b>	<b>910</b>

## TYPES OF ALLEGATIONS OF UNLAWFUL EMPLOYMENT PRACTICES YEAR-TO-YEAR COMPARISON FY 2004 - FY 2012

TYPE OF ALLEGATION	2012	2011	2010	2009	2008	2007	2006	2005	2004
Apprenticeship	0	0	0	0	0	0	0	0	0
Assignment	0	0	0	0	0	0	0	0	0
Benefits	21	10	17	19	11	7	5	10	5
Constructive Discharge	86	86	79	98	97	69	89	105	84
Demotion	24	16	31	33	42	21	29	41	27
Discharge	518	526	565	589	475	431	504	513	457
Discipline	142	132	165	204	135	126	123	134	103
Exclusion	0	0	0	0	0	0	0	0	0
Harassment	178	187	134	177	139	85	143	155	139
Hiring	52	51	53	59	62	60	121	58	51
Intimidation	0	0	0	0	0	0	0	0	0
Layoff	9	24	48	24	21	11	70	20	33
Maternity	18	31	23	20	9	1	3	10	12
Promotion	39	53	43	67	41	53	70	56	38
Reason Accommodation	78	71	75	90	60	67	64	32	33
Recall	0	0	0	0	0	0	2	7	2
Reference Unfavorable	4	13	5	2	4	3	10	5	4
Reinstatement	9	6	11	5	7	9	10	11	11
Retirement-Involuntary	5	3	5	1	2	0	5	3	1
Severance Pay Denied	1	0	2	1	2	1	5	0	0
Sexual Harassment	107	109	104	126	121	120	108	99	98
Suspension	68	73	88	87	62	51	68	32	29
Terms & Conditions	580	592	641	676	493	410	442	188	136
Testing	0	0	0	1	1	0	0	0	0
Training	17	36	31	28	24	25	19	4	8
Union Representation	7	4	0	3	1	4	6	1	2
Wages	54	73	88	89	78	66	86	34	16
Other	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,017</b>	<b>2,096</b>	<b>2,208</b>	<b>2,399</b>	<b>1,887</b>	<b>1,620</b>	<b>1,982</b>	<b>1,518</b>	<b>1,289</b>

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

## BASES OF ALLEGED UNLAWFUL HOUSING PRACTICES FY 2012

*Housing discrimination complaints totaled 5, approximately 1% of all complaints filed with the agency.*

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

## TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES FY 2012

TYPE OF ALLEGATION	NUMBER OF ALLEGATIONS
Denied Loan	0
Eviction	4
Harassment	4
Reasonable Accommodation	0
Refusal to Rent/Sell	0
Sexual Harassment	0
Terms & Conditions	3
*Total	11

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

**TYPES OF ALLEGATIONS OF UNLAWFUL HOUSING PRACTICES  
YEAR-TO-YEAR COMPARISON  
FY 2002 – FY 2012**

<b>UNLAWFUL PRACTICES</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>
Accommodations	0	0	2	1	0	1	3	5	0
Brokerage/Finance	0	0	0	0	0	0	0	0	2
Eviction	4	4	8	2	7	3	8	7	2
Harassment	4	2	3	2	5	2	4	1	4
Other	0	0	0	0	0	0	0	0	0
Refusal to Rent or Sell	0	1	3	2	0	2	3	1	0
Retaliation/Coercion	0	0	0	0	0	0	0	0	0
Sexual Harassment	0	0	0	1	1	0	0	0	0
Terms & Conditions	3	10	5	5	9	3	1	1	2
<b>*Total</b>	<b>11</b>	<b>17</b>	<b>21</b>	<b>13</b>	<b>22</b>	<b>11</b>	<b>19</b>	<b>16</b>	<b>10</b>

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

**BASES OF ALLEGED UNLAWFUL DISCRIMINATION IN  
PUBLIC ACCOMMODATIONS  
FY 2012**

*Public accommodation complaints totaled 23, approximately 3%  
of all complaints filed with the agency.*

<b>BASIS OF COMPLAINT</b>	<b>NUMBER OF BASES</b>
Race	<b>12</b>
Disability	<b>7</b>
Sex	<b>3</b>
Color	<b>2</b>
National Origin	<b>2</b>
Religion	<b>2</b>
Retaliation	<b>2</b>
Ancestry	<b>0</b>
<b>*Total</b>	<b>30</b>

**TYPES OF ALLEGATIONS OF UNLAWFUL  
PUBLIC ACCOMMODATION CASES  
FY 2012**

<b>CATEGORY</b>	<b>NUMBER</b>
Denial of Service	<b>15</b>
Denied Accessible Parking	<b>1</b>
Harassment	<b>9</b>
Unequal Service	<b>8</b>
<b>*Total</b>	<b>33</b>

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

**TYPES OF ALLEGATIONS OF UNLAWFUL  
PUBLIC ACCOMMODATION CASES  
YEAR-TO-YEAR COMPARISON  
FY 2003 – FY 2012**

<b>CATEGORY</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>
Denial of Service	15	15	21	12	16	18	14	16	18	15
Denied Accessible Parking	1	1	0	1	0	1	0	24	0	5
Harassment	9	9	15	8	8	13	4	15	12	14
Unequal Service	8	11	7	12	7	12	6	30	16	11
*Total	33	36	43	33	31	44	24	85	46	45

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

**TYPES OF RESPONDENTS IN PUBLIC  
ACCOMMODATION CASES  
FY 2012**

<b>TYPE OF RESPONDENT</b>	<b>NUMBER</b>
Services	7
Retail	6
Hotel Industry	4
Other	3
Eating Establishment	2
Finance	1
Amusement	0
Total	23

**DISTRIBUTION BY CITY OF EMPLOYMENT, HOUSING, & PUBLIC  
ACCOMMODATION CASES RECEIVED  
FY 2012**

City	No. of Employ. Complaints	No. of Housing Complaints	No. of Public Accom. Complaints
Abilene	1		
Andover	4		
Arkansas City	4		
Atchison	7		
Atwood	1		
Augusta	1		
Baxter Springs	1		
Belvue	2		
Bonner Springs	3		
Buhler	1		
Burlingame	1		
Chanute	3		
Cherryvale	1		
Chetopa	1		
Coffeyville	14		
Colby	4		
Colwich	1		
Cottonwood Falls	3		
De Soto	2		
Derby	1		
Dodge City	16		
Eastborough	2		
Easton	1		
Edwardsville	3		
El Dorado	5		
Elkhart	1		
Emporia	8		
Eureka	2		
Fort Scott	3		
Frontenac	1		
Galva	1		
Garden City	8		
Goddard	2		
Goodland	1		
Great Bend	4		
Halstead	1		
Haven	1		
Hays	9		
Haysville	1		
Herington	2		1

City	No. of Employ. Complaints	No. of Housing Complaints	No. of Public Accom. Complaints
Hesston	2		
Hiawatha	2		
Hillsboro	1		
Holcomb	4		
Holton	2		
Humboldt	1		
Hutchinson	13		
Independence	4		
Ingalls	1		
Johnson	2		
Junction City	13		1
Kansas City	94		2
Lakin	1		
Lansing	3		
Larned	1	1	
Lawrence	28		2
Leavenworth	13		
Leawood	10		
Lebo	1		
Lenexa	38		1
Liberal	4	1	1
Lyons	1		
Maize	1		
Manhattan	16		
Marysville	2		
McPherson	3		
Meriden	1		
Merriam	4		
Minneapolis	1		
Mission	8		1
Moundridge	2		
Mount Hope	1		
Mulvane	2		
Neodesha	2		
New Century	2		
Newton	4		
North Newton	1		
Oakley	2		
Oberlin	2		
Olathe	37		



<b>City</b>	<b>No. of Employ. Complaints</b>	<b>No. of Housing Complaints</b>	<b>No. of Public Accom. Complaints</b>
Osawatomie	4		
Oskaloosa	1		
Oswego	1		
Ottawa	8		
Overland Park	72		2
Paola	1		
Park City	3		
Parsons	4		
Perry	1		
Phillipsburg	1		
Pittsburg	6		
Pomona	1		
Prairie Village	3		
Pratt	2		
Quinter	1		
Richmond	1		
Roeland Park	1		
Rush Center	1		
Sabetha	1		
Russell			1
Saint Marys	1		
Salina	16		
Seneca	1		
Sharon Springs	1		
Shawnee	11		
Shawnee Mission	5		2
Sterling	2		
Stilwell	2		
Syracuse	1		
Tonganoxie	1		
Topeka	120	2	6
Valley Falls	1		
Wakeeney	1		
Wamego	1		
Wellsville	1		
Westwood	1		
Wichita	168	1	2
Winchester			1
Winfield	5		
Total	910	5	23