

THE KANSAS HUMAN RIGHTS COMMISSION

ELECTRONIC SIGNATURE STANDARDS

The Kansas Human Rights Commission has determined that allowing electronic signatures on complaints would facilitate the filing of complaints under the Kansas Acts Against Discrimination and the work of the Commission. Therefore, it is the policy of the Commission that:

Complaints under the Kansas Acts Against Discrimination, as amended (including the Kansas Age Discrimination in Employment Act) that are originated by filing with the Commission may be signed electronically by the complainant, or by the complainant's attorney at law or other individual who is legally authorized to sign for and on behalf of the complainant. In addition to verification or attestation under penalty of perjury as to the contents of the complaint, an electronic signature shall be attested to under oath or penalty of perjury, with the signer attesting that he or she is the complainant; or if not the complainant, attesting to the signer's legal authority and basis for such legal authority to sign for and on behalf of the complainant.

The above standards apply only to electronically signed complaints originated and filed directly with the Commission by the complainant or the complainant's legally authorized representative. Complaints or charges bearing electronic signature(s) that originated by referral from other governmental agencies (including but not limited to the federal Equal Employment Opportunity Commission) may also be accepted and filed (or cross-filed) with the Commission.

This policy statement regarding electronic signature standards was adopted by the Kansas Human Rights Commission at its regular meeting held on April 17, 2020.

Attested to: *Ruth E. Glover*
Ruth E. Glover,
Executive Director, Kansas Human Rights Commission