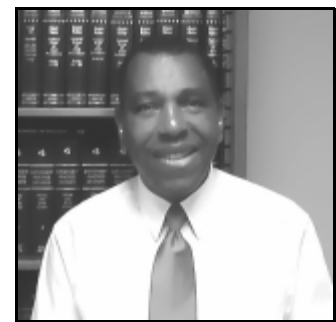




From the Executive Director's Chair

Greetings from the Kansas Human Rights Commission! The Commission's success continues. Our open inventory of cases, as of the October report, stands at 715 cases pending. This number represents a manageable level of cases when you compare this number with other state human rights agencies in our region. In August, we implemented an investigative incentive program for staff investigators giving the highest producer(s) for each month a cash award. This incentive is in addition to the Commission program that awards three investigators, who are the highest annual producers, a trip to the National Convention of Human Rights Workers and a cash bonus. These incentives recognize those employees who exceed the normal monthly and annual production requirements. The investigative staff continues to receive regular investigation training on new investigative procedures and briefings on state and federal court decisions in cases of discrimination. This training



*William V. Minner,
KHRC Executive Director*

allows the investigators to maintain a "state of readiness" in the cases they are assigned to investigate.

The Governor will host a budget briefing with all state agency heads on November 16, 2001. The Kansas Human Rights Commission has been advised that there are concerns with availability of funds in the state budget, and although we are concerned, we believe that we have a history of being good stewards of our State resources.

We commend all of our Commission employees for a job well done and in the words of our Executive Director Emeritus Robert Lay, "continue to march." We are doing just that.

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Kansas Human Rights Commission

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ERROL WILLIAMS

Industry, Topeka

By law, the Commission must represent particular areas of the workforce & community. In addition, no more than four Commissioners may belong to one particular political party. The Governor of the State of Kansas appoints all seven Commissioners to serve the Kansas Human Rights Commission.

COMMISSION MEETING
The Kansas Human Rights Commission meets monthly at various locations throughout the state. Commission meetings are open to the public and individuals interested in attending may obtain more information by contacting the Commission's main office.

Spectrum is a publication of the Kansas Human Rights Commission. Free subscriptions are available. If you would like to be placed on our mailing list, please contact our main office at the above address. All comments and suggestions are appreciated, and should be addressed to the editor, Jeremy R. Hall, at the main office in Topeka or by e-mail to jeremy.hall@state.ks.us

Housing and Employment Discrimination Topics of Manhattan Seminar

On June 27, the KHRC co-hosted a seminar on both housing and employment discrimination with the City of Manhattan in their City Commission Chamber. The day was split between the two types of discrimination, with the employment session in the morning, and the housing session in the afternoon.

Featured speakers included Jaclyn Reish, KHRC Public Information Officer, Judy Fowler, KHRC Senior Legal Counsel, Dr. Jesse Milan, member of the Kansas Department of Commerce and Housing's Fair Housing Project Team, and Curtis Jackson from the Housing and Urban Development Fair Housing office in Kansas City.

Savings Program can Provide Employee Bonuses and Technology Purchases

To encourage thriftiness in state agency spending, the Graves' Administration began the Kansas Savings Incentive Program (KSIP) in 1996. The program also helps to avoid a year-end spending spree that some agencies may conduct due to monies remaining in their budget.

KSIP instead creates an option so agencies can use a portion (50%) of the money remaining in an operating account, as opposed to indiscriminately spending it. It is also somewhat of an "award" for agencies who are fiscally prudent. This is done by allowing an agency with remaining budgeted monies at the end of a fiscal year to use half of such savings for certain expenditures in the next fiscal year. During that time the money is kept in the State General Fund.

The use of the KSIP account, however, is regulated by law. There are three types of authorized expenditures

for which a KSIP account can be used. Salary bonus payments (for full or part-time employees), the purchase of technology equipment, or professional development training (including official hospitality) are the instances in which use of the KSIP account money can be justified. How the KSIP account is used is determined by the agency head, as long as the expenditure fits within the three defined options. Money can also be accumulated in the KSIP account over several years if a large technology purchase is to be made with the savings.

Additionally, KPERs is not deducted from any bonus payment that may be awarded to a staff member.

The Kansas Human Rights Commission plans to access their KSIP account in the coming fiscal year to reward staff members for excellence in service.

***Loyalty to petrified
opinion never yet
broke a chain or
freed a human soul.***

~Mark Twain~

Information Programs Available Statewide

The Kansas Human Rights Commission employs a full-time Public Information Officer whose duties include speaking on issues of discrimination. These presentations are free to the public and can be tailored for businesses, employees, landlords, tenants, schools, etc.

Topics include sexual harassment and other types of workplace discrimination, fair housing, the KHRC and its complaint process and disability rights.

In addition, the public information program offers a civil rights library of books and video tapes that the public can borrow at no cost.

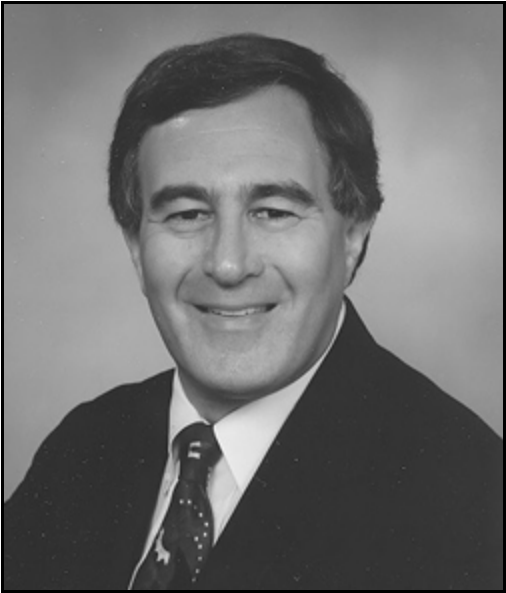
Contact Jeremy Hall at the main office to schedule or discuss the possibility of a presentation or for library information.

Annual Employment Law Seminar Held in August

The Kansas Human Rights Commission held its 7th annual Employment Law Seminar in Topeka on August 22, 2001. 131 individuals from various parts of the State participated in the event. The seminar was held at the Pozez Education Center, part of Stormont-Vail Medical Center. KHRC Executive Director Bill Minner provided the welcome and introduced KHRC Staff and Commissioners.

The featured morning keynote speaker was James Germer, Executive Director of Kansas Advocacy and Protective Services (KAPS). KAPS is a federally funded, private, non-profit corporation federally mandated to advocate for the rights and services for individuals with disabilities within the State of Kansas by means of legal, administrative, and other appropriate remedies. Mr. Germer, an attorney, spoke on Psychiatric Disabilities in the Workplace.

During the course of the day, several workshop sessions were also held. Craig Liskey of the Kansas Department of Human Resources Division of Employment Standards presented on wage and hour issues. James Bachert of the US Department of Labor addressed the Family &



Robert A. Lieberman, afternoon keynote speaker at the annual seminar.

Medical Leave Act. Clifford Hill of the Equal Employment Opportunity Commission (EEOC) spoke on two topics: pregnancy discrimination and EEOC investigation. Barbara Scott Girard, KHRC Staff Attorney provided information on retaliation which is based on outwardly opposing discrimination in the workplace. Lloyd Swartz of Midland Mediation presented information on the mediation process in employment discrimination complaints.

Attorney Robert A. Lieberman was the afternoon keynote speaker. Mr. Lieberman spoke on sexual harassment issues. Mr. Lieberman is a partner in the Kansas City law firm of McDowell, Rice, Smith & Gaar, where he is head of the firm's Labor Relationships and Employment Law Department.

*A bird doesn't sing
because it has an
answer, it sings
because it has a song.
~ Maya Angelou ~*



Seminar participants (right) listen to James Germer of KAPS (above), the morning keynote speaker at the seminar.



Topeka Youth Shares Award-Winning History Project with Commission

By Caryl Hines, Secretary to the Director

At the Thursday, August 16 Commission Meeting, Commissioners and KHRC staff were treated to a local high school student's inspiring tale of the Tuskegee Airmen, the "Red-Tailed Angels." The Tuskegee Airmen were America's first black military pilots. Using World War II props and attire, young Mr. Freeman spoke through the eyes of Noel Parrish, the Airmen's commander, and also through the eyes of Frank Connelly, bomber pilot who was escorted home by the Airmen during the war. It was a marvelous and quite emotional presentation. John immediately took command of his audience as he relayed his story with incredible poise and passion. His interest in civil rights lead him to his exploration and presentation of the story of the Airmen and his enthusiasm for his subject was obvious to his audience.

John Freeman, a senior at Topeka High School, is the son of Glenn and Mary Freeman. Some years ago, as a sixth grader at Topeka Collegiate School, he competed at National



Mr. & Mrs. John Carper of Topeka. Mr. Carper was one of the Tuskegee Airman.

History Day in College Park, Maryland. At that time John decided one day he would try to win the grand prize. This past June he did just that by winning not only first in the senior individual performance, but also the top award at History Day – a four year college scholarship to Case Western Reserve University in Cleveland. For this competition, students could choose to do a paper, exhibit, documentary or performance and were rated on research skills, critical thinking skills, poise and presence, and interview skills, with a premium put on primary sources. During his research, John interviewed ten of the Airmen and the widow of their commander.

A former Tuskegee Airman and his wife were in attendance for John's presentation, John and Ione Carper of Topeka. Mr. Carper belonged to the 477 Bombardment Group and was one of 19 Kansas Airmen during World War II.

John Freeman (left) performs as Frank Connelly, a bomber pilot who was escorted home by the Tuskegee Airmen.



***Start with what is
right rather than
what is acceptable.***

~Peter Drucker~

Kansas Human Rights Commission

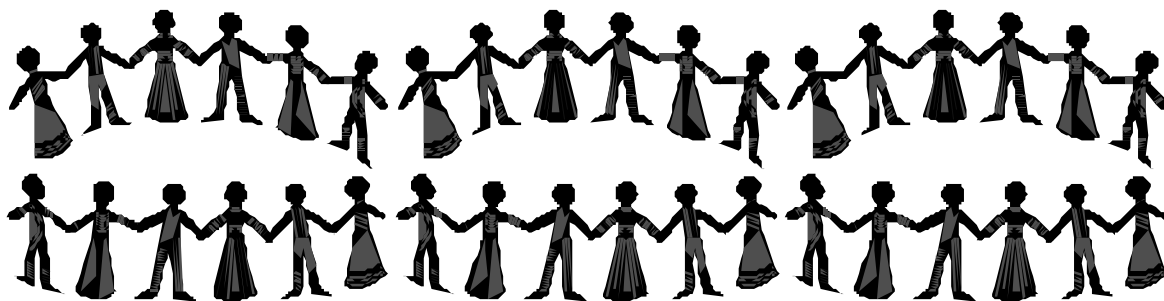
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International Human Rights Day. December 10th.



On December 10, 1948, the United Nations adopted the Universal Declaration of Human Rights, and effort aimed at securing basic human rights for people of all nations. Since then, International Human Rights Day has been an occasion on which people have demonstrated a renewed commitment to fundamental freedoms and human rights for all.