

# The Spectrum

**Special points of interest:**

- Annual KHRC Employment Seminar, August 28th in Topeka.
- KHRC Annual Report for FY 2002 to be release, September 2002.
- Look to [www.khrc.net](http://www.khrc.net) for information and links to Human Rights Laws.

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## From the Executive Director

As we begin a new state fiscal year on July 1, 2002, we have an opportunity to reflect on the year just completed and look ahead to the next.



Mr. William V Minner, Executive Director of the KHRC

During FY 2002 the agency continued to reduce the number of pending complaints. By the end of June 2002 there were 594 complaints being processed and investigated by the agency. This is a new record low number of pending complaints in recent years, and the lowest number of complaints since the 1970s when a backlog of complaints began to grow. The processing time for complaints also continues to be reduced and is on average less than six months. We continue to effectively recover remedies for those alleging discrimination and in the past year recovered approximately \$700,000.00 in monetary relief (which does not include the value of promotions, raises, policy changes, accommodations and other remedies accomplished during processing of complaints). The agency continues to be effective and efficient in its operations and continues to receive accolades as a model for the nation as to how to enforce and administer state laws prohibiting discrimination.

Within the past year Commis-

sion Chairman James Butler was honored as the recipient of the Governor's Dr. Martin Luther King, Jr. Spirit of Giving Award in recognition of Mr. Butler's lifelong commitment to the cause of civil/human rights. As noted within this edition of the Spectrum, the Commission met recently in Dodge City to honor the dedicated work of former Commissioner Onofre Astorga. As will be featured in an upcoming edition of the Spectrum, former Commissioner Lou Ann Thoms, who served previously on the Commission for eight years, returns to the Commission for a new four-year term. Persons who are Commissioners are committed to public service and willing to give their time in support of ridding Kansas of illegal discrimination. It is an honor and a pleasure to work with such Commissioners, and the agency extends congratulations to Commissioners Butler, Astorga and Thoms.

The upcoming fiscal year will be even more challenging than the past due to the severe budgetary problems faced by the state. However, we are sufficiently budgeted at this point, and with the dedication of our talented staff, I believe we can sustain the progress the agency has been making in recent years. As our former Executive Director (and Commissioner) Robert G. Lay used to urge us, we will "continue to march" and accomplish the agency's duties throughout the next fiscal year.

# KHRC Area Offices

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## Wichita Office

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Fax (316) 337-7376  
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## Dodge City Office

Military Plaza Offices, Suite 220  
100 Military Plaza  
Dodge City, KS 67801  
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## Independence Office

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# KHRC COMMISSIONERS

## James E Butler

**Chair**

*At Large, Manhattan*

## David A Hansen

**Vice Chair**

*Law, Topeka*

## Brenda C Jones

*Labor, Kansas City*

## Deborah Wheeler

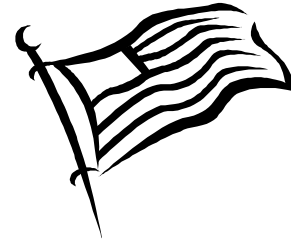
*Industry, Emporia*

## Beth Bradrick, Ph.D.

*Labor, Pittsburg*

## Errol Williams

*Industry, Topeka*



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## Former Commissioner, Onofre Astorga Honored

On Thursday, June 20th, 2002, former Kansas Human Rights Commission commissioner Onofre "Opie" Astorga was honored for his service to the Commission and the state of Kansas.

The KHRC conducted their June Meeting in Dodge City, Kansas. In addition to the meeting, former Commissioner Astorga received special recognition from the Commission and a letter from the Governor for his years of service. Mr. Astorga served as a Commissioner from 1996 until 2001.

During Mr. Astorga's tenure on the Commission a satellite office was opened in Dodge City to better serve the residents of Southeast Kansas. The changes in policy and procedure during his time on the Commission have helped to make the Kansas Human Rights Commission a more efficient state agency, and became better prepared to help the citizens of Kansas. The event recognized Mr. Astorga for his selfless dedication and service to the people of Kansas and the Dodge City community.

*Former Commission*

*Onofre Astorga was a vital  
asset to the KHRC*

# EMPLOYMENT LAW SEMINAR DATE SET

The Kansas Human Rights Commission is putting on their Eighth Annual Employment Law Seminar this year. The seminar will be held at the Pozez Education center at Stormont-Vail Health Care.

The date for the Seminar is Wednesday, August the 28th. The all day seminar will include a catered lunch. Speakers will cover various areas of employment ranging from the Americans With Disabilities Act, the Family and Medical Leave Act, the Kansas Act Against Discrimination, and the Kansas Age Discrimination in Employment Act. Wage and hour related topics will also be covered.

The presenters for this years seminar are well respected in there given areas. The goal is to bring timely and related topics to Kansas employers.

A registration form is printed below this article for registration. By the time you read this the final schedule and list of speakers will be available online. If you have

questions concerning the sessions please feel free to contact the KHRC.

The seminar will have both a morning and afternoon keynote speaker. The Morning Keynote will be a stimulating and informative session on the ADA, covering reasonable accommodation and undue hardship. A topic that is vital to the small or large business to understand when a issue may arise. This is a presentation that you do not what to miss! The afternoon keynote will be just as informative and entertaining with details to be posted on the KHRC web-site as soon as they are finalized. There are four breakout sessions throughout the day that will allow each attendee the flexibility to attend those sessions they feel will best assist them and there position.

Be sure to sign up early and check the KHRC web-page or call the KHRC if you have any other questions on this Eighth Annual Kansas Human Rights Commission's Employment Law Seminar.

## ***KHRC Employment Seminar***

***August 28, 2002***

***Topeka, Kansas***

### **Employment Law Seminar Registration**

NAME: \_\_\_\_\_ EMPLOYER: \_\_\_\_\_

PHONE: \_\_\_\_\_ ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

Please enclose the Conference Registration fee of \$75. The fee includes lunch and conference materials.

Please send Payment to: KHRC c/o Karen McDaneld 900 SW Jackson, 851-South, Topeka KS 66612-1258

Any questions concerning the conference should be directed to Jeremy Hall (785-296-3206, jeremy.hall@state.ks.us)

(Day of event registration is available; however, conference material will only be available as supplies last.)

# Governor Signs a Fair Housing Proclamation

On March 14th 2002 Kansas Governor Bill Graves signed a Fair Housing Proclamation. The

Proclamation of the Governor proclaimed that April was Fair Housing Month. Members of the Fair

Housing Project Team were on hand for the signing. The Fair Housing Project Team has worked to build awareness of Fair Housing Issues in the State of Kansas.

Many cities and counties throughout Kansas have signed similar Fair Housing Proclamations. April is the anniversary of the Federal Fair Housing Law and is an appropriate time to make people aware of the Fair Housing Laws. During April several events were held throughout the state to inform citizens about Fair Housing.

If you are interested in bringing Fair Housing Awareness to your area feel free to contact the KHRC or the Kansas Department of Commerce and Housing.

Although Fair Housing Month is in April, it is vital that Fair Housing is a concern year round. Fair housing, it's the Law.



Members of the Fair Housing Project Team along with Governor Bill Graves. KHRC Intake and Housing Supervisor Bill Wright third from the left, and KHRC Public Information Officer Jeremy Hall on the far right.

## What agency should I call?

There are many laws that concern employment. It seems that each law has a different government body that enforces the law. In this mess of legal and administrative rules it can be very difficult to contact the correct agency to assist you with a problem, or answer a question. It is also very frustrating to contact an agency, have them refer you to a different agency, and then when you think you are about to get some help you are referred back to the agency you made original contact with.

In an effort to help you climb through the maze of Federal Employment Law this is a short list of the main Federal Laws covering employment, and who to call with questions concerning the law.

The EEOC (Equal Employment Opportunity Commission) is respon-

sible for enforcement of several Federal Laws. The Civil Rights Act of 1964, and the expanded powers of that act, as amended in 1991, commonly referred to as Title VII are enforced by the EEOC. The EEOC also has enforcement power over the Federal Age Discrimination in Employment Act. The sections of the Americans with Disabilities Act dealing with employment are also enforced by the EEOC.

The sections of the Americans with Disabilities Act that deal with access are enforced by the Department of Justice.



The National Labor Relations Act is enforced by the National Labor Relations Board. The Act deals with "concerted activity", union organizing and collective bargaining.

The Fair Labor Standards Act, regulating wages and overtime, is enforced by the Secretary of Labor. Also under the Secretary of Labors control is the Family and Medical Leave Act.

Most safety related issues are covered by the Occupational Safety and Health Act, and are enforced by the Occupational Safety and Health Administration (OSHA).

The U.S. Attorney's office deals with enforcement issues of Veterans protection or preference and the Immigration Reform and Control Act of 1986

Hopefully this brief overview of some Federal Laws and agencies will be helpful. Contact information for all of the agencies will be in the Government section of your local phone book, or you can always use the internet. Links to all the listed agencies can be found on the KHRC web page. ([www.khrc.net](http://www.khrc.net))

## City of Ottawa and Ottawa High School Look at Fair Housing, for Kansas Fair Housing Month.

The City Commissioners for the City of Ottawa took a bold step against unfair housing practices by signing a fair housing proclamation. On April 4th, the same day that famed civil rights advocate Dr. Martin Luther King, JR. was killed, the City of Ottawa signed a fair housing proclamation in front of the senior class from Ottawa High School.

The senior class attended an



afternoon assembly that covered the Housing sections of the Kansas Act Against Discrimination. The students, many of which will be stepping in to the world of employment and housing in the near future, were a great audience. They learned about how fair housing may soon affect them.

At the conclusion of the presentation by Jeremy Hall, Public Information Officer for the

Kansas Human Rights Commission, the City Commissioners and Mayor stepped forward to sign the City's Fair Housing proclamation in front of the students. Making a show to the students that the City cares about fair housing, and also giving the students a look at the workings of city government.

The hope of the Kansas Human Rights Commission is to bring this type of presentation to more schools around the state. Providing the employers, employees, landlords and renters of tomorrow, with knowledge of the Kansas Act Against Discrimination is a vital part of the KHRC Mission.

## Topeka Crime Free Multi-Housing Program

The Kansas Human Rights Commission presented a short presentation for the City of Topeka's Crime Free Multi Housing Program.

The city of Topeka held a day of presentations for landlords, giving them instruction on developing crime free Multi housing units. As part of the April program the Kansas Human Rights Commission

presented a short overview of the Kansas Act Against Discrimination (KAAD), as it relates to housing.

The KAAD protects the residents of Kansas from discrimination in Housing based on race, religion, color, sex, race by association, national origin,

ancestry, familial status and disabilities.

The KHRC staff answered questions to assist landlords in creating crime free, and discrimination free, housing in the area.

*Crime Free, and  
Discrimination Free  
housing was the focus of  
the day.*

## KHRC Presentations and Posters

Brochures, Posters, Live Presentations. That's right, the Kansas Human Rights Commission has them all. Brochures covering basic information in the Kansas Act Against Discrimination and the Kansas Age Discrimination in Employment Act.

Posters dealing with Public Accommodation, Employment, and Housing. Did we happen to mention that these materials are FREE? That's not all. The Kansas Human Rights Commission also offers free live presentations. Contact the KHRC's Public In-

formation Officer, Jeremy R. Hall, at the Topeka office for information on the free materials and presentations. Also check out the wealth of information on the KHRC's web-site at [www.khrc.net](http://www.khrc.net).

**THE KANSAS HUMAN RIGHTS COMMISSION**

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**KANSAS HUMAN RIGHTS  
COMMISSION**

***Eternal Vigilance is the  
Price of Freedom***

**WWW.KHRC.NET**

## Please Help Us Update Our Mailing List

It is spring cleaning time, and one thing the Kansas Human Rights Commission is trying to clean up is our mailing list. As part of the clean up effort we are asking that if you do not wish to receive future copies of the Spectrum please let us know.

The Kansas Human Rights Commission creates the Spectrum four times a year. There is no cost involved to receive a copy. Each issue of the Spectrum is full of informative information about the KHRC and the Human Rights laws in the state of Kansas.

Copies of the Spectrum are also placed on the KHRC web-site at "www.khrc.net". The format on the web site is in PDF format, and requires a free soft-



ware download to view it. If you no longer wish to receive the Spectrum by mail, but plan to view the copy on the internet please send your e-mail address to the KHRC so that we may inform you when the Spectrum is posted on the web page.

If you need other information concerning your Spectrum subscription please feel free to contact Jeremy Hall, the KHRC's public information officer. Jeremy may be reached by calling 785-296-3206 or by e-mail at "jeremy.hall@state.ks.us".

If there is any other way the KHRC can assist you with your Spectrum subscription please feel free to contact Mr. Hall. Thank you for your help in making the delivery of the Spectrum more efficient for all.