

# **City Of York Human Relations Commission**

28 East Market Street York, PA 17401  
717-846-2926 (ph.) 717-845-4853 (fax)

Monthly Meeting – November 16, 2015  
7:00 p.m.

## **Agenda**

### **Call to Order:**

### **Roll Call:**

Karen Rollins-Fitch -*Chair*  
Cheril Chronister-*Vice Chair*  
Ken Woerthwein-*Secretary/Treasurer*  
Stan Sexton, Mark Rhodes, Rebecca Moore, James Sawor, Nate Rivera, and Jeanne Buckingham.

### **Public Comment:**

### **Approval of Minutes:**

Consideration of minutes for the last scheduled monthly meeting and any additional special meetings.

### **Report of Chair:**

### **Report of Secretary/Treasurer:**

### **Report of Standing Committees:**

- a. Budget and Finance
- b. Personnel Committee
- c. Planning and Community Relations
- d. Nomination and Leadership Development
- e. Social Media Committee

### **Communications:**

### **Unfinished Business:**

### **New Business:**

### **Adjournment**

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## **Facilities**

The City of York Human Relations Commission continues to utilize the York County Administrative Basement Conference Room to ensure the privacy of those requesting our services.

## **Technical Assistance**

The Commissioner's for PA Human Relations Commission meet the 4<sup>th</sup> Monday of every month. Compliance Session starts at 10:00 A.M. and is followed by the Public Session at 1:00 P.M.

**The York County Advisory Council** meets the 3<sup>rd</sup> Wednesday of every month in the York County Administrative Center, Basement Conference Room at 4:00 P.M. These are two tools to utilize in expanding your knowledge base about the work of the Commission and the sharing of information as it relates to the Commission on a local, county, and statewide basis. Meetings for 2015 are scheduled for:

**November 18**

**December 16**

# CITY OF YORK HUMAN RELATIONS COMMISSION

28 East Market Street York, PA 17401  
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## October 2015 Cumulative Case Docket Report

### CASES

|                                                                        |          |
|------------------------------------------------------------------------|----------|
| New Docketed Complaints                                                | 0        |
| Number in Investigation                                                | 0        |
| Number Awaiting Determination                                          | 1        |
| Number Held in Abeyance Pending Private Negotiations (per complainant) | 1        |
| Number of Probable Cause Currently Open for Attorney Review            | 0        |
| Number Administrative Closings                                         | 0        |
| (Failure to Cooperate/Lack of Jurisdiction/Court Filing)               | 0        |
| Number Closed: No Probable Cause/Withdrawals                           | 0        |
| Number Closed: Predetermination Agreement                              | 0        |
| Number Pending Commission Appeal Hearing                               | 0        |
| Number Awaiting Appeal Hearing Decision                                | 0        |
| Number Docketed for Public Hearing                                     | 0        |
| Number Awaiting a Public Hearing                                       | 0        |
| Number Within Court Process                                            | 0        |
| Number of Cases Pending Status Evaluation                              | 1        |
| <b>TOTAL OPEN CASES ON FILE WITH CYHRC</b>                             | <b>3</b> |

### TOTAL INQUIRES- October 2015

| <u>TYPE OF CHARGE</u>                   |           | <u>RESIDENCY TOTALS</u>                           |           |
|-----------------------------------------|-----------|---------------------------------------------------|-----------|
| Employment                              | 4 (3c/1u) | City                                              | 8         |
| Housing                                 | 7 (2n/5c) | Non-City                                          | 3         |
| Public Accommodation                    | 1 (n)     | Unknown                                           | 1         |
| Education                               | 0         |                                                   |           |
| Other                                   | 0         |                                                   |           |
| <b>TOTAL</b>                            | <b>12</b> | <u>Accepted</u><br>(Prima Facie Met/Pending Info) | <b>2</b>  |
| <br><b><u>LACK OF JURISDICTION*</u></b> |           | <br><b><u>PROTECTED CLASS** (RESIDENCY)</u></b>   |           |
| PHRC (RESIDENCY)                        | 2 (c)     | Race                                              | 2(1c/1u)  |
| Legal Services                          | 3         | Color                                             | 0         |
| Wage & Hour                             | 0         | Religion                                          | 0         |
| EEOC                                    | 0         | National Origin                                   | 2(1c/1n)  |
| Housing Alliance                        | 0         | Ancestry                                          | 0         |
| Information Only (No Prima Facie)       | 3         | Sex                                               | 0         |
| Police                                  | 1         | Age                                               | 1 (c)     |
| Other                                   | 1         | Disability                                        | 1 (c)     |
|                                         |           | Use of a Guide/Support<br>Animal                  | 0         |
| <b><u>RECEIVED BY</u></b>               |           | Sexual Orientation                                | 0         |
| Telephone                               | 11        | Familial Status                                   | 0         |
| Walk-in                                 | 1         | Other/LT                                          | 6 (2n/4c) |
| Other                                   | 0         | Retaliation                                       | 0         |

\*Inquires may need more information to be processed, numbers may not reflect the total intakes\*

\*\*May contain one or more protected class for each intake\*\*

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## **Non-Jurisdictional Briefs**

Selected complaints not docketed by the City of York Human Relations Commission referred to Pa Human Relations Commission or other appropriate agency.  
(Only contains the allegations of the person who called)

## ***October***

### **Case 1:**

Complainant contacted office because she believes he was discriminated against because of her national origin-Hispanic. Specifically, the Complainant was hired by Respondent and was required to take exams during training period. During one of the exams, Complainant repeated the questions to herself in Spanish before answering them. At the end of the exam she met with the Supervisor and was told she was terminated from the training because she was speaking another language, which was considered cheating. Location and subject matter outside of city limits, referred to PHRC.

### **Case 2:**

Complainant contacted office because she believes he was discriminated against because of her race- African American. Specifically, the Complainant was terminated from employment after receiving an occurrence on her attendance record. The Complainant states that other non- African American co-workers that also had attendance occurrences on their records were not terminated.

**City of York Human Relations Commission**  
**Division of Education and Community Services**  
 Services, Training, Technical Assistance and Media Interview Log

| <b>Date</b> | <b>Person or Organization Requesting Services</b> | <b>Number of Persons Served</b> | <b>Initials of service Provider(s)</b> | <b>If Fieldwork, Location, Municipality/ County</b> | <b>Description of Service(s) Provided / Presentation Topic(s)</b> | <b>Was Literature Provided</b> |
|-------------|---------------------------------------------------|---------------------------------|----------------------------------------|-----------------------------------------------------|-------------------------------------------------------------------|--------------------------------|
| 10/05       | CPC                                               | 15                              | TTM                                    | York                                                | Home Buyers Workshop                                              | Yes                            |
| 10/07       | CA                                                | 6                               | TTM                                    | York                                                | Transition Center - Staff                                         | Yes                            |
| 10/14       | CA                                                | 15                              | TTM                                    | York                                                | Transition Center- Residents                                      | Yes                            |
| 10/14       | JCC                                               | 15                              | JR                                     | York                                                | Diversity Advisory Meeting                                        | Yes                            |
| 10/15       | CA                                                | 15                              | TTM                                    | York                                                | Transition Center- Residents                                      | Yes                            |
| 10/16       | Bell Shelter                                      | 30                              | TTM                                    | York                                                | Meeting with Residents                                            | Yes                            |
| 10/17       | York County Hispanic Coalition                    | 25+                             | JR                                     | York                                                | Community Fair                                                    | Yes                            |
| 10/21       | NFHA                                              |                                 | TTM                                    | Webinar                                             | Housing Training Webinar                                          |                                |
| 10/22       | CA                                                |                                 | TTM                                    | York                                                | Continuum of Care                                                 |                                |
| 10/28       | HRC                                               | 4+                              | JR, SS, KRF, KW                        | York                                                | Luncheon Planning Meeting                                         | No                             |