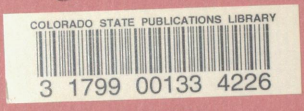
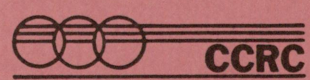


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Colorado Civil Rights Commission DIVISION



Activity Report
Fiscal Year 1982-1983

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COLORADO CIVIL RIGHTS
COMMISSION/DIVISION
 Activity Report
 Fiscal Year 1982-83

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ACKNOWLEDGMENT: Appreciation is extended to the Colorado Civil Rights Division staff who provided special assistance in the preparation and publication of this report.

A MESSAGE FROM THE DEPARTMENT OF REGULATORY AGENCIES AND
COLORADO CIVIL RIGHTS DIVISION

The Colorado Civil Rights Commission/Division (CCRC/D) has continued to demonstrate a high level of commitment to carrying out its statutory mandate in the areas of compliance and research and education.

This year was a true test, with new challenges coming from a slightly different angle than in the past. For example, a reduction of funds requiring additional agency cutbacks could have created a significant threat to general morale and stability of the agency as well as hampering the CCRC/D's outreach and enforcement activity. However, problems were minimized due to the determination, innovation and resourcefulness of staff and commissioners.

The case load statistics and relief provided during the fiscal year 1982-83 attest to the CCRC/D's continued charge processing and providing meaningful relief in spite of a staff shortage. The Research and Education Unit, whose existence would have been short-lived had it not been for creative and innovative staff, conducted one of the nation's first studies exploring discrimination in housing against blacks and Hispanics compared to whites in Colorado. The study compared housing discrimination in Denver, Phoenix and Houston and served as a model for the other states. Empirical data generated in the study was useful in motivating the housing provider community and the CCRC/D to join together in endeavoring to eliminate the remaining vestiges of housing discrimination in the state.

Although the budgetary cuts demanded organizational changes, new policies and procedures growing out of the reorganization led to a year of measured advancement toward a goal of achieving equal opportunity for all in Colorado. It is with this goal in mind that the CCRC/D moves forward with guarded optimism and determination to stamp out the remaining vestiges of illegal discrimination in our state, and to do it in such a way as to bring respect and credibility to the agency and the State of Colorado.

Dorothy J. Porter, Ph.D.
Director
Colorado Civil Rights Division

Wellington L. Webb
Executive Director
Department of Regulatory Agencies

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**COLORADO CIVIL RIGHTS DIVISION STAFF
FISCAL YEAR 1982 - 1983**

ORGANIZATIONAL STRUCTURE

GOVERNOR

Colorado
Civil Rights Commission

Executive Director
Department of Regulatory Agencies

Director
Colorado Civil Rights Division
(Main Office and 2
Outreach Offices
in Denver)

Director of
Regional Offices
Colorado Springs,
Grand Junction,
Greeley, Pueblo

Director of
Compliance

Expedited Resolution

Director of
Research & Education

Employment Specialist
Greeley & Pueblo

Administrative Officer
Program Coordinator

Regional Managers

Secretaries

Civil Rights Specialists/
Investigators

Case Control
Coordinator

Housing Specialist

Research Specialist

Training Specialist

HUD Coordinator

HUD Investigator

Public Information
Specialist

Clerical Supervisor

Senior Administrative
Clerk-Typists

Senior Secretary

COLORADO CIVIL RIGHTS COMMISSION

Lynn Brown, from Arvada, Colorado, is the Regional Administrator of the Women's Bureau of the United States Department of Labor. Commissioner Brown has a master's degree in public administration, with a B.A. in Spanish. She has been active in advocacy for women's rights since 1970, having served on the Commission on the Status of Women, and currently participates in many women's organizations. She was appointed to the Civil Rights Commission in 1980.

John N. Franklin is deputy county attorney, El Paso County, Colorado and previously was engaged in private law practice in Colorado Springs. He earned his Juris Doctorate from the University of Wyoming, where he participated in Moot Court Competition and served as Student Bar Association Officer. He joined the Commission in 1981.

John Ortega of Pueblo, Colorado, is a social worker for the Geriatric Treatment Center, Colorado State Hospital. He received a Master of Arts from the Graduate School of Social Work and a certificate from the Institute of Gerontology, both at the University of Denver. He has addressed issues of aging in workshops and publications, and through involvement in community organizations. He was appointed to the Commission in 1981.

Rev. James D. Peters, Jr., D.D., appointed to the Commission in

1981, is pastor of New Hope Baptist Church in Denver, Colorado. He is also president of Operation PUSH in Denver and secretary of the Executive Board of the American Baptist Churches of the Rocky Mountain Region. He has received several awards for community service, including the Southern Christian Leadership Conference's Outstanding Service Award presented by the late Rev. Dr. Martin Luther King, Jr.

Mary Jane Pew, Ph.D., was sworn in during the December Commission meeting in 1982 to fulfill the remainder of Commissioner Sara Beery's term. Dr. Pew received a Ph.D. from Fordham University in Public Law and Government. Before coming to Colorado she was academic dean and acting president of Immaculate Heart College in Los Angeles, California. As owner of a small radio station in Steamboat Springs (KBCR and KSBT), Dr. Pew represented small business on the Western slope.

Robert Rottman, Chairman of the Commission for FY 1981-1982, is a Denver native and a graduate of Denver public schools. He received his Juris Doctorate from the University of Denver School of Law. He is in private practice of law (general) and active in various community organizations and institutions. Says Rottman, "My three years as a member of the Colorado Civil Rights Commission has been the most satisfying and significant

of my public service experience. I am most appreciative of the opportunity to work with fellow Commissioners and the Division staff and Director in the area of civil rights."

Raymond Roybal is a Project Director for El Valle Housing Corporation in La Jara, Colorado, a program developed by the Federal

Housing Administration which utilizes the self-help concept in building homes. Commissioner Roybal attended Adams State College and the Universities of Colorado and Utah, with studies in psychology. Appointed to the Commission in 1980, Mr. Roybal hopes that Colorado continues to be a forerunner state which works diligently for civil rights.

a Recognizing the need for increased compliance powers in addition to the educational process, this division became the Anti-Discrimination Commission in 1955 with increased enforcement capabilities both in public and private employment.

a The Commission's jurisdiction was increased again in 1957 with additions in employment law and with the responsibility for enforcement of the State's public accommodations law which, enacted in 1895, was Colorado's first civil rights act.

a Colorado has the distinction of being the first state to enact fair housing laws which regulated both privately-financed and publicly-assisted housing. Enacted in 1959, Colorado's Fair Housing Laws preceded federal fair housing laws which were provided under Title VIII in 1968. Implementation of these laws was enhanced with the creation of

a Since enactment the Colorado Civil Rights statutes have been revised and expanded and now include jurisdiction in the three areas of employment, housing and public accommodations to remedy and prevent discrimination on the basis of race, creed, color, sex, national origin, ancestry, physical handicap, and on the basis of marital status (in housing and public accommodations only).

a Currently the seven-member bipartisan Commission and the Division staff, which is under the direction of Dr. Dorothy J. Porter, work jointly to remedy and prevent discrimination against individuals and to assist private and public organizations to eliminate and prevent systemic discrimination. The dual purposes of compliance and prevention have remained: to actively combat and prevent discrimination, and to actively promote equal opportunity for all.

HISTORY

- o As a result of the 1951 Colorado Anti-Discrimination Act, the Fair Employment Practices Division was created within the Industrial Commission to provide research and education to reduce employment discrimination and to conduct hearings in cases involving public employers.
- o Recognizing the need for increased compliance powers in addition to the educational process, this division became the Anti-Discrimination Commission in 1955 with increased enforcement capabilities both in public and private employment.
- o The Commission's jurisdiction was increased again in 1957 with additions in employment law and with the responsibility for enforcement of the State's public accommodations law which, enacted in 1895, was Colorado's first civil rights act.
- o Colorado has the distinction of being the first state to enact fair housing laws which regulated both privately-financed and publicly-assisted housing. Enacted in 1959, Colorado's Fair Housing Laws preceded federal fair housing laws which were provided under Title VIII in 1968. Implementation of these laws was enhanced with the creation of the Metro Denver Fair Housing Center in 1965.
- o The Commission was directed through these years by Roy Chapman, Ed Terrones (acting director), and James F. Reynolds (1963-1980). During this time it also was placed within the Department of Regulatory Agencies.
- o Since enactment the Colorado Civil Rights statutes have been revised and expanded and now include jurisdiction in the three areas of employment, housing and public accommodations to remedy and prevent discrimination on the basis of race, creed, color, sex, national origin, ancestry, physical handicap, and on the basis of marital status (in housing and public accommodations only).
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GOAL AND OBJECTIVES

RESEARCH AND ACCOMPLISHMENTS

The Research and Education activities of the Colorado Civil Rights Division [CCRD] were affected significantly by funding reductions enacted by the 1982 General Assembly. Effective July 1, 1982, the research specialist and the employment specialist positions were eliminated. Training specialists were held vacant to create budget savings from approximately August 1, 1982 until mid-April, 1983. The position of research and educational director, vacated by resignation in October, 1982 was not filled until March, 1983.

THE COLORADO CIVIL RIGHTS DIVISION

During FY 1981-82, research and education activities were carried out by teams of auditors (White, Black and Hispanic/Anglo.) The research project will lend conclusive evidence to the discrimination against both Blacks and Hispanics.

A second phase of the HUD-funded research contract provided for a comparative study based on census data for conditions of housing in the metropolitan areas of Denver, Houston (Texas) and Phoenix (Arizona). This research shows that although there remains considerable racial and ethnic segregation in the Denver metropolitan area, the extent of desegregation is April, 1983. CCRD and the University of Colorado (Denver) Affairs, day-long sessions, all which are enclosed, analyzed, discussed by a panel of persons representing minority communities, the housing industry, and conference participants. More

ended the Fair Housing Center.

GOAL

TO ADVOCATE AND TAKE ACTION TO HELP BRING ABOUT A FUTURE IN WHICH EQUAL OPPORTUNITY WILL BE A REALITY FOR ALL PEOPLE.

OBJECTIVES

COMPLIANCE

To apply the Colorado Civil Rights Statutes to provide remedy to persons found to have suffered discrimination.

PREVENTION

To apply the Colorado Civil Rights Statutes to provide assistance to persons, groups, government, and business, both private and public; to prevent discriminatory acts and conditions.

ADMINISTRATION

To systematically and cooperatively enhance the visibility, viability and effectiveness of the Colorado Civil Rights Commission and Division.

HOUSING DISCRIMINATION

Utilizing Fair Housing Program Funds from the CCARD contract (agreements NA-10348 and NA-10347), School of Public Administration, the University of Colorado, Denver, will conduct scientific research on the nature and extent of discrimination in the metropolitan area housing market. The project was carried out by Drs. Franklin James, Betty McDunnings, Eileen Tynan of the University of Colorado (Denver) and Eleanor Crow, former CCRD research specialist. The study was designed to compare the treatment of Hispanic and Black home-seekers with that given Whites (or Anglos) in the Denver area rental and sales markets. A total of 213

During FY 1981-82, CCRD, using funds from HUD/FHAP Type II agreement NA-10348, established a Fair Housing Center. As a part of this project, CCRD staff members conducted a community housing needs assessment survey in order to define more clearly those areas of service where a Fair Housing Center could work to

RESEARCH AND EDUCATION

ACTIVITIES AND ACCOMPLISHMENTS

The Research and Education activities of the Colorado Civil Rights Division (CCRD) were affected significantly by funding reductions enacted by the 1982 General Assembly. Effective July 1, 1982, the research specialist and the employment specialist positions were eliminated. The training specialist position was held vacant to create additional budget saving from approximately August 1, 1982 until mid-April, 1983. The position of research and educational director, vacated by resignation in October, 1982 was not filled until March, 1983.

Despite these staffing problems, the Division accomplished some significant activities in educational outreach and research during this fiscal year.

HOUSING DISCRIMINATION RESEARCH

Utilizing Fair Housing Assistance Program Funds from Cooperative Agreements HA-10348 and HA-10371, CCRD contracted with the Graduate School of Public Affairs of the University of Colorado at Denver to conduct scientific research on the nature and extent of racial discrimination in the Denver metropolitan area housing market. The project was carried out by Drs. Franklin James, Betty McCummings, Eileen Tyman of the University of Colorado (Denver) and Eleanor Crow, former CCRD research specialist. The study was designed to compare the treatment of Hispanic and Black homeseekers with that given Whites (or Anglos) in the Denver area rental and sales markets. A total of 273

paired audits were carried out by teams of auditors (White/Black and Hispanic/ Anglo.) The research project will lend conclusive evidence of discrimination against both Blacks and Hispanics.

A second phase of the HUD-funded research contract provided for a comparative study, based on census materials, of the conditions affecting housing conditions for minorities (Blacks and Hispanics) living in the metropolitan areas of Denver, Houston (Texas) and Phoenix (Arizona). This research showed that although there remains considerable racial and ethnic separation in the Denver metropolitan area, Denver ranks ahead of the other two cities in regard to the extent of desegregation.

In April, 1983 CCRD and the University of Colorado (Denver) Graduate School of Public Affairs, jointly sponsored a day-long debriefing conference at which the study results were disclosed, analyzed, discussed by a panel of persons representing minority communities, the housing industry and conference participants. More than seventy persons attended the conference.

FAIR HOUSING CENTER

During FY 1981-82 CCRD, using funds from HUD FHAP Type II agreement HA-10348, established a Fair Housing Center. As a part of this project, CCRD staff members conducted a community housing needs assessment survey in order to define more clearly those areas of service where a Fair Housing Center could work to

the best effect. The Center staff, headed by Bea Sutton Branscombe (housing compliance specialist) and George Morrison (administrative officer) provided to the housing industry as well as the minority community training and technical assistance on fair housing, housing counseling services, and coordination with other agencies with fair housing interests.

NEW HUD TYPE II AWARD

In addition to its HUD Type I case reimbursement agreement (which provides \$500 for each HUD-approved joint jurisdiction housing discrimination case investigated and resolved by CCRD), CCRD entered into a new HUD Type II Fair Housing Assistance Program (FHAP) Cooperative Agreement (HA-10928) for the period from March 8, 1983 through March 7, 1984. Through this agreement HUD awarded CCRD \$135,600 plus indirect costs of \$12,610 in support of a number of fair housing assistance projects. The greater part of this award is scheduled to be expended during FY 1983-84. Among the projects will be a second housing research discrimination study, to be carried out in smaller cities (e.g. Grand Junction) away from the Denver metropolitan area. A second project will be the organization and execution of a major fair housing conference.

During FY 1982-83, CCRD completed

the work associated with earlier HUD Cooperative Agreements, HA-10348, HA-10363, HA-10371, HA-10395, and HA-6400.

TRAINING AND CONFERENCES

Because of the vacated training position for nearly three quarters of the fiscal year, the number of formal training workshops for employers, housing providers and projected class groups was fewer than in FY 1981-82. Compliance and administrative staff members, including the CCRD director, made presentations on a variety of civil rights topics (e.g. fair employment practices) to a diverse number of organizations.

During the last quarter of the fiscal year, several workshops were held. Most notable among these were a two-day workshop on inter-cultural awareness and sensitivity, conducted by CCRD's Research and Education Unit and the Pueblo regional office staff for the Trinidad Police Department; training on fair employment practices and sex discrimination/harassment for the City of Brighton; and a similar workshop for the Northeast Junior College in Sterling.

In December, 1982 the CCRD hosted a Fair Housing Conference of the International Association of Official Human Rights Agencies in Denver. This conference included important training workshops on the hearing process.

COLORADO CIVIL RIGHTS LAWS

EMPLOYMENT

The Anti-Discrimination Act of 1957, as re-enacted, prohibits discrimination in employment based on race, creed, color, sex, national origin, ancestry and physical handicap. It includes discrimination by employers in hiring, firing, promotions and matters of compensation. Employment agencies, labor unions, on-the-job training programs, apprenticeship training, vocational schools and advertisements also are covered by this law.

Employment charges must be filed with the Colorado Civil Rights Commission within six months of the date of the alleged discrimination or with the Equal Employment Opportunity Commission (EEOC) within 180 days. To avoid duplication of effort a charge will be processed by the most appropriate agency when there is common jurisdiction. A civil rights specialist will assist in the filing of charges. During the investigation stage all information is confidential.

HOUSING

The Fair Housing Act of 1959, as re-enacted, prohibits discrimination in the showing, renting, leasing or sale of housing or vacant land which includes mobile homes, trailer spaces, duplexes, commercial property and private homes. This law prohibits discrimination based on race, creed, color, sex, national origin, ancestry, physical handicap and marital status.

The law also prohibits discrimination in financial assistance for housing, such as loans for buying, repairing or maintaining housing. Segregation, restrictive covenants, discriminatory advertising, and retaliation against employees who obey the Fair Housing Law also are prohibited.

Housing charges must be filed with Colorado Civil Rights Division within 90 days of the alleged discrimination or with the U.S. Department of Housing and Urban Development (HUD) regional office of Fair Housing within 180 days. When there is common jurisdiction a charge will be processed by the most appropriate agency to avoid duplication of effort.

PUBLIC ACCOMMODATIONS

The Anti-Discrimination Act of 1957, as re-enacted, prohibits the denial of services and unequal treatment by places of public accommodation, including (but not limited to) businesses engaged in any sales or offering any services to the public; any place to eat, drink, sleep or rest; any recreational area or facility; any public building or facility; any public transportation facility; educational institutions; and healthcare services and facilities. The law prohibits discrimination based on race, creed, color, sex, national origin, ancestry, physical handicap, and marital status.

Originally enacted in 1895, the State's public accommodations law was Colorado's first civil rights act.

A public accommodation charge must be filed with the Colorado

Civil Rights Commission within 60 days of the alleged act of discrimination. A civil complaint also may be filed in a county court, but may not be filed with both the Commission and the courts simultaneously.

total compliance staff in Denver numbered 9.5 in fiscal year 82-83 and 6.7 per month in the Denver office.

Of the 1,172 cases processed during FY 82-83, 260 (22%) fell within the exclusive jurisdiction of the Colorado Civil Rights Commission.

- o In addition to new charges, the compliance workload statewide included 323 cases carried over from the previous fiscal year, 80 cases deferred from EEOC, 80 conciliations, 126 appeals, and 17 reinvestigations. Of the new cases filed, 355 (30%) were filed in Regional Offices; 818 (70%) were filed in Denver. A total of 398 open cases were carried over from his fiscal year into FY 83-84.

- o Within the Denver metropolitan area one outreach office continued to provide compliance and educational services to a broad cross-section of the Denver Community. These offices were located in the Five Points Community Center at 2855 Trent and at the Platte Valley Action Center at 3601 West 14th Avenue. (Refer to page 19 for current CCRB office locations.)

- o During FY 82-83, combined compliance efforts of the

COMPLIANCE

COMPLIANCE STAFF AND SERVICES

- o Total Compliance staff in Denver numbered 9.5 investigators. Average case closures per investigator was 6.9 per month in the Regional offices and 6.7 per month in the Denver office.
- o In addition to new charges, the compliance workload statewide included 325 cases carried over from the previous fiscal year, 60 cases deferred from EEOC, 80 conciliations, 126 appeals, and 17 reinvestigations. Of the new cases filed, 355 (30%) were filed in Regional Offices; 818 (70%) were filed in Denver. A total of 398 open cases were carried over from his fiscal year into FY 83-84.
- o During FY 82-83, combined compliance efforts of the

Regional and Denver staff resulted in settlement benefits totaling \$1,148,168 of actual and prospective relief.

Of the 1,172 cases processed during FY 82-83, 260 (22%) fell within the exclusive jurisdiction of the Colorado Civil Rights Commission.

- o Within the Denver metropolitan area one outreach office continued to provide compliance and educational services to a broad cross-section of the Denver Community. These offices were located in the Five Points Community Center at 2855 Tremont and at the Platte Valley Action Center at 3607 West 14th Avenue. (Refer to page 19 for current CCRD office locations.)

COMPLIANCE ACTIVITIES

In 1982-83, 335 cases were completed by the Regional Staff compared to 322 cases closed in 81-82. This was an increase in cases although the Alamosa Office had been closed.

Five hundred forty four cases were settled through the E.P.P. mediation process which represents 42% of all charges being satisfied through a no-fault settlement agreement. \$461,015.75 in combined

REGIONAL OFFICES

REGIONAL OFFICES STAFF AND SERVICES

After considerable thought and planning because of budget cuts affecting the regional offices, it was decided that the Alamosa Regional Office would be closed effective July 1, 1982. The active case load was absorbed by Grand Junction and Pueblo offices.

The responsibility of taking cases in the Four Corners area would rest with the Grand Junction Office. The Pueblo office would cover the San Luis Valley. In an effort to remain accessible, the Pueblo manager/investigator would be in Alamosa once a week until December, 1982. Additionally, an answering service would handle all calls until June 30, 1983.

The additional responsibility placed a greater demand upon the Pueblo and Grand Junction staff. Case activity, calls and inquiries for assistance from the Alamosa Regional Office, were documented. The documentation was useful for proving a need to re-open the office.

The operation of CCRD's four out-state offices is supervised by the Director of Regional Offices, who is based in the Pueblo office. Each regional office has a staff of two persons: an Investigator I-C who also serves as office manager, and a secretary. The manager is responsible for managing the office as well as performing as an investigator, which includes intake duty, mediation and investigation of charges. In addition to compliance activity the inves-

tigator also performs in a preventive role by coordinating research and education functions which include presenting workshops for the benefit of employers.

The secretary handles information calls and performs clerical duties.

GEOGRAPHICAL REPRESENTATION

The Greeley office covers the northeast section of Colorado with the concentration of charges coming from Ft. Collins, Loveland and Greeley.

The Grand Junction office virtually covers the entire Western Slope with the Continental Divide primarily as the boundary line. The Colorado Springs Office covers the central portion of the state and part of the upper Alamosa Valley.

The Pueblo office covers the Alamosa Valley and the San Luis Valley. The four regional offices cover 90% of the state's area and service 44% of the state's population. (See map on page 19).

COMPLIANCE ACTIVITIES

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actual or prospective relief for the charging party was realized by the regional staff through the E.R.P. and conciliation process.

RESEARCH AND EDUCATIONAL ACTIVITIES

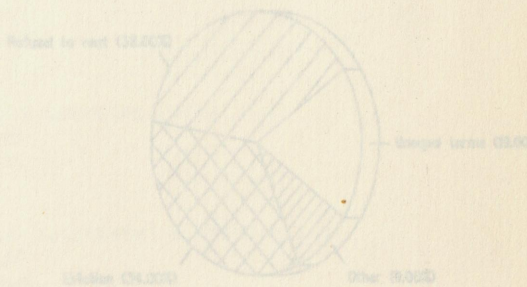
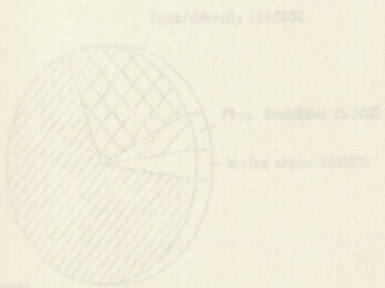
Eighty four preventative workshops and meetings for the benefit of

the public and private sectors, particularly in the area of employment, were conducted throughout the four regions by the regional managers.

Seven hundred twenty pre-intakes, not resulting in the filing of formal charges, were handled by the regional office staff.

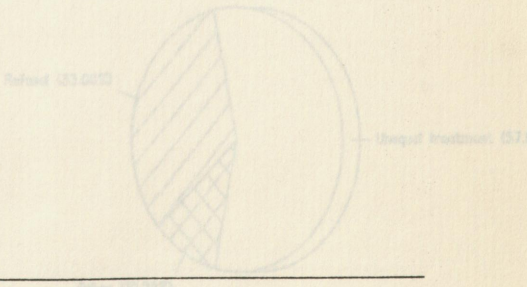
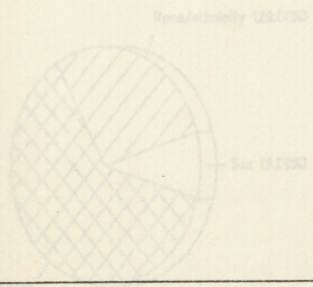
HOUSING -- 1982-83

95 cases



PUBLIC ACCOMMODATIONS -- 1982-83

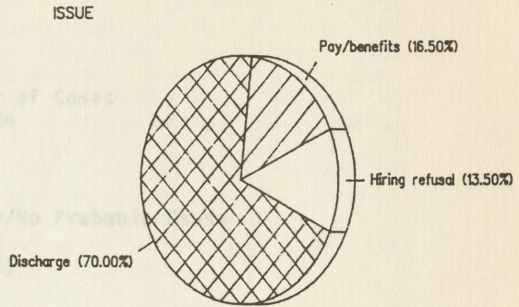
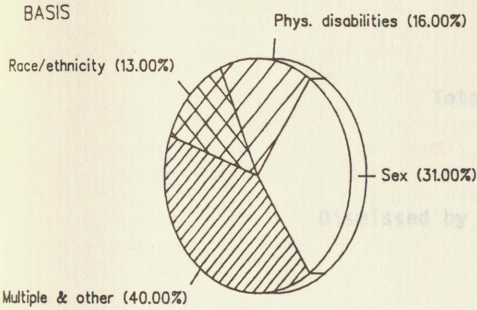
21 cases



TYPES OF CHARGES BY BASIS AND ISSUE FILED WITH CCRD

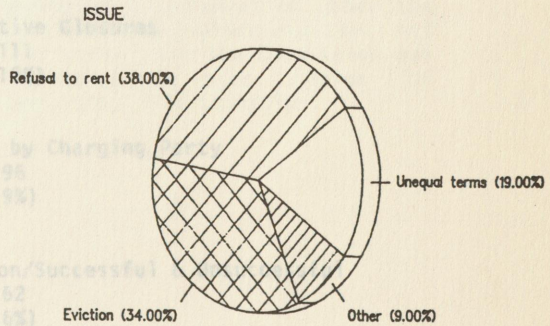
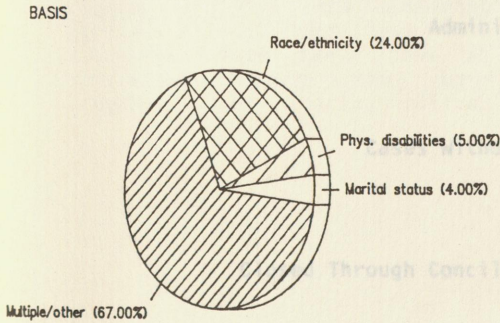
EMPLOYMENT — 1982-83

1056 cases



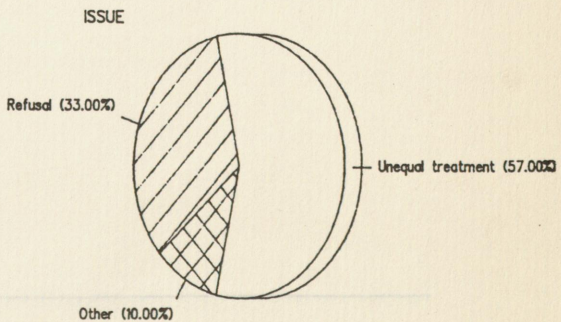
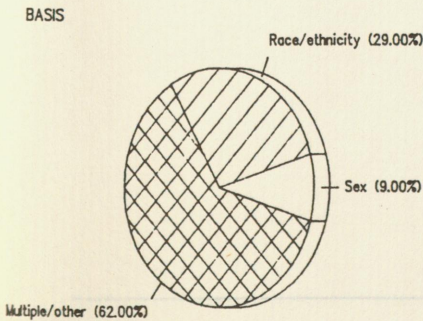
HOUSING — 1982-83

96 cases



PUBLIC ACCOMMODATIONS — 1982-83

21 cases



CCRD CASES BY TYPE OF CLOSURE

Total Number of Cases

1,084

Dismissed by Director/No Probable Cause

549

(51%)

No Fault Settlement Agreements/

Incl. Withdrawal w/Settlement

266

(25%)

Administrative Closures

111

(10%)

Cases Withdrawn by Charging Party

96

(9%)

Closed Through Conciliation/Successful & Unsuccessful

62

(6%)

MAKING A DIFFERENCE: HEARINGS

During its monthly meetings the Colorado Civil Rights Commission reviews cases which have been appealed from the Director's finding or which the Director and the staff of the Attorney General's Office believe should be set for hearing. The Commission may hear the case itself, assign an individual Commissioner to hear the case, or request the Department of Administration, Division of Hearing Officers, to hold a hearing.

The following case was authorized for public hearing by the Commission in 1982-83.

Wendy Dachel and Sheila Benshoof vs. Free Enterprises, Inc. d/b/a Charco Broiler: the charging parties alleged that they were discharged from their jobs as waitresses because they were pregnant. The hearing officer

ruled, and the Commissioners concurred, that a prima facie case of discrimination was established by Ms. Dachel, but not by Ms. Benshoof. The respondent presented information and evidence in support of its articulated business reason for its actions, and Ms. Dachel failed to meet her burden of proof in rebutting the respondent's articulated reason or in showing it to be a pretext for discrimination.

Thus, the Commissioners ordered that the case be dismissed, but solely because of the failure to meet the burden of proof. The Commission affirmed that pregnancy is a proper basis for alleging discrimination under the Colorado Anti-Discrimination Act and ruled that the Commission has jurisdiction over claims of pregnancy discrimination.

Legal Services 67,770
Indirect Cost Assessment 13,500

NON COOPERATIVE AGREEMENTS

TYPE I (Case Reimbursement, Staff Training)
8A-854 (1982 - Sept., 1983) ... \$39,500

TYPE II 10928 (awarded 14 March, 1983) \$748,450

BUDGET (1982-83)

LOOKING AHEAD:

General Fund	\$779,235
Federal Funds (EEOC)	\$301,948

TOTAL:	\$1,081,183

GENERAL FUND APPROPRIATION BY LINE ITEM

Personal Services	\$692,753	(6.0 FTE)
Operating	30,804	
Travel and Subsistence	6,406	
Hearings Pursuant to Complaint	8,640	
Legal Services	33,063	
Board Meeting	7,569	

FEDERAL FUNDS APPROPRIATED BY LINE ITEM

Personal Services	\$ 133,566	(6.0 FTE)
Operating	55,581	
Travel and Subsistence	10,078	
Hearings	21,453	
Legal Services	67,770	
Indirect Cost Assessment	13,500	

HUD COOPERATIVE AGREEMENTS

TYPE I (Case Reimbursement, Staff Training)
HA-854 (1982 - Sept., 1983).... \$39,500

TYPE II 10928 (awarded in March, 1983) \$148,4500

LOOKING AHEAD:

CCRD FUTURE GOALS

- o EQUAL OPPORTUNITY FOR ALL

Fair Employment Practices

Fair Housing Practices

Open Public Accommodations

CCRD REGIONS AND OFFICES

- o A MULTI-CULTURAL COOPERATIVE SOCIETY

GENERAL OFFICE
Denver, Colorado 80203
866-7627

- o LIBERTY AND JUSTICE FOR ALL

OUTREACH OFFICES

Five Points Office
2855 Tremont Place
Denver, CO 80205
366-3684

Platte Valley Action Center
2507 West 14th
Denver, CO 80204
536-7244 (Tuesdays only)

REGIONAL OFFICES

188 East Vermijo
Professional Building
Suite 411
Colorado Springs
Colorado 80903
478-2075

1649 Main Street
Suite 47
Grand Junction
Colorado 81501
242-9242

13th and Francisco
State Hospital Grounds
Building 2 - Room 31
Pueblo, Colorado 81003
545-3570 545-3650

725 - 8th Street
Suite J210
Greeley
Colorado 80631
355-9277

*Current through June 30, 1983

CCRD REGIONS AND OFFICES

CENTRAL OFFICE

1525 Sherman Street, Room 600C
Denver, Colorado 80203
866-2621

OUTREACH OFFICES

Five Points Office
2855 Tremont Place
Denver, CO 80205
866-3684

Platte Valley Action Center
2607 West 14th
Denver, CO 80204
534-7244 (Tuesdays only)

REGIONAL OFFICES

105 East Vermijo
Professional Building
Suite 444
Colorado Springs
Colorado 80903
623-2075

1649 Main Street
Suite #1
Grand Junction
Colorado 81501
243-9242

13th and Francisco
State Hospital Grounds
Building 2 - Room 31
Pueblo, Colorado 81003
545-3520 545-3650

725 - 8th Street
Suite #210
Greeley
Colorado 80631
356-9221

*Current through June 30, 1983

PROCESSING A CHARGE WITH THE COLORADO CIVIL RIGHTS COMMISSION

