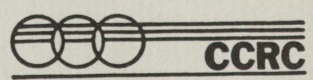


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# Colorado Civil Rights Commission DIVISION



Activity Report  
Fiscal Year 1983-1984



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**COLORADO CIVIL RIGHTS**  
**COMMISSION/DIVISION**  
 Activity Report  
 Fiscal Year 1983-84



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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  
THE COLORADO CIVIL RIGHTS DIVISION

This year will be recognized as the year of bringing closure to a number of major projects which were initiated during FY 1982-83. The publication of the fair housing studies is a case in point. Particularly noteworthy is the fact that the reports were published in Spanish and English.

This decision to produce a bilingual publication is reflective of and consistent with the Colorado Civil Rights Commission/Division (CCRC/D) commitment and "moral responsibility" to provide a high level of service to all Coloradans, including those for whom English is a second language. It is a step in the direction of reaching out to the communities in the state and conveying, via actions, the CCRC/D's sensitivity to and desire to be responsive to all the various ethnic, racial, or religious groups and other protected classes in the state.

Additional notable outreach and prevention efforts are symbolized in the University of Northern Colorado (UNC) hearings, a response to complaints about cultural insensitivity and lack of equal opportunity on the campuses of the state's colleges and universities. With cooperation from the University of Northern Colorado, a meaningful set of recommendations, ultimately for implementation, are expected to be presented to the Commission.

The true test of an effective civil rights agency is to have the ability to provide practical, relevant research and outreach coupled with strong and effective enforcement activities. Recognizing one of a number of weaknesses of the CCRC/D statutory enforcement authority led to a decision to attempt to strengthen the civil rights statute(s) through a legislative amendment. Specifically, CCRC/D was thought to need to have (1) greater flexibility to seek out and receive funds for outreach and education, (2) broader jurisdiction to include age as a "protected class" and, very importantly (3) authority to award actual monetary relief in probable cause housing discrimination cases at the administrative level instead of through the courts. Although more of the attempted legislative efforts culminated in statutory amendments this year, the conscientiousness of the Colorado General Assembly and that of the general public (with respect to the need for more effective legislation) has been beneficial.

As a result of these efforts the CCRC/D will continue to push forward until its goals and programmatic legislative and budgetary goals are achieved. It is only then that the agency will have the necessary resources to do the job for Coloradans as it should be performed. The interests of all parties involved in civil rights actions must be handled with the highest level of professionalism and effectiveness. Only a strong Commission/Division can assure such service.

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

Bonny J. Porter  
Director  
Colorado Civil Rights Division

Executive Director  
Department of Regulatory Agencies

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As a result of these efforts the CCRD will continue to push forward until its goals and programmatic legislative and budgetary goals are achieved. It is only then that the agency will have the necessary resources to do the job for Coloradans as it should be performed. The interests of all parties involved in civil rights actions must be handled with the highest level of professionalism and effectiveness. Only a strong Commission/Division can assure such service.

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

Wellington E. Webb  
Executive Director  
Department of Regulatory Agencies

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COLORADO CIVIL RIGHTS DIVISION STAFF  
FISCAL YEAR 1983 - 1984

ORGANIZATIONAL STRUCTURE

GOVERNOR

Colorado  
Civil Rights Commission

Executive Director  
Department of Regulatory Agencies

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

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Director of  
Regional Offices  
(Colorado Springs,  
Grand Junction,  
Greeley & Pueblo)

Regional Managers

Secretaries

Director of  
Compliance

Expedited Resolution  
Program Coordinator

Civil Rights Specialists/  
Investigators

Case Control  
Coordinator

Director of  
Research & Education

Employment Specialist

Housing Specialist

Research Specialist

Training Specialist

HUD Coordinator

HUD Investigator

Administrative Officer

Public Information  
Specialist

Clerical Supervisor

Senior Administrative  
Clerk-Typists

Senior Secretary

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## COLORADO CIVIL RIGHTS COMMISSION

Donna Bates, who joined the Commission in September of 1983, recently founded her own company, Bates Corporate Communications. Prior to this she was vice president of Patton Oil Co. where her duties included the planning and implementing of financial strategy and corporate communication. She is also a director of the Federal Home Loan Bank Board of Topeka, Kansas. She earned a Bachelors degree from the University of Colorado in journalism. Ms. Bates represents Denver.

John N. Franklin, is deputy attorney for El Paso County, Colorado and previously he was engaged in private law practice in Colorado Springs. He earned his Juris Doctorate degree 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.

Bourtai Hargrove, assistant city attorney for the City of Grand Junction, obtained her degree in law from the University of Colorado. She has been active in the American Civil Liberties Union and the National Organization for Women. Appointed to the Commission in September, 1983, Ms. Hargrove represents the Western Slope.

Horace N. Hawkins III, a native of Denver, is a major stockholder and general manager of the Library Restaurant and a member of the Colorado-Wyoming Restaurant Association. He was appointed to the Commission in May, 1983 as a

representative of the business community. He is a trustee of the Denver Zoo Foundation.

John Ortega of Pueblo, Colorado is a social worker for the Geriatric Treatment Center, Colorado State Hospital. He received a Masters Degree from the Graduate School of Social Work and a certificate of gerontology from 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 to represent Pueblo.

Rev. James D. Peters, Jr., D.D., appointed to the Commission in 1981, is pastor of the New Hope Baptist Church in Denver. He is also the 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 Outstanding Service Award presented by the late Dr. Martin Luther King, Jr.

Ignacio Rodriguez, Jr., was appointed to the Commission in April, 1984. He received a Bachelor of Arts degree in education from Pan American University, Texas, and a Master of Science from Oklahoma State University in psychology. Currently he is director of San Luis Valley Comprehensive Mental Health Center in Alamosa.

## 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 accommodation 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).
- o 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.

**GOAL AND OBJECTIVES**

ACTIVITIES AND ACCOMPLISHMENTS

Fair Housing Conference. On September 30, 1983, the Colorado Civil Rights Commission (CCRC/C) sponsored an all-day conference, "Economic Gains through Housing Choices," on the multiple relationship between fair housing opportunity and equal opportunities in employment and education.

The conference was held by the Region V Office of Housing and Equal Opportunity, the U.S. Department of Housing and Urban Development, the Colorado Association of Realtors, the Denver Board of Realtors, and the Denver Public Schools. About 200 persons participated, representing minority communities in the Denver area, the business community, various segments of the provider industry, various professional institutions, and local, state, and federal civil rights organizations and agencies.

The conference was held at the Regency Hotel in Denver in a format of both plenary and seminar sessions. The many interwoven issues involved in achieving equal opportunity in housing and employment and education were discussed by speakers included General Deputy Secretary for Fair Housing Opportunity, U.S. Department of Housing and Urban Development; Mayor Federico Pena of the City and County of Denver; Calen Martin, Executive Director of the Kentucky Human Rights Commission; Dr. Ron Goodhill, Assistant Superintendent of St. Louis, Missouri Public Schools, and Ross Wehner,

President of the Denver Board of Realtors.

Panel sessions featured discussions on the benefits, not only for minority housing concerns, but also for employers, employees and housing providers.

Contemporary housing discrimination and the relationship between patterns and housing activities during the 1983-84 fiscal year. These activities included outreach and coalition-building efforts as well as research on fair housing.

Fair Housing Activities. During FY 1983-84, the Division published the results of its 1982 fair area, Segregation and Minority Housing Conditions in Sunbelt Cities: A Study of Denver, Houston and Phoenix (1984) was written by Drs. Franklin James, Betty McCummings, and Eileen Tynan of University of Colorado in Denver Graduate School of Public Affairs, with contributions from Eleanor

**THE COLORADO CIVIL RIGHTS DIVISION**

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.

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## RESEARCH AND EDUCATION

### ACTIVITIES AND ACCOMPLISHMENTS

Fair Housing Conference. On September 30, 1983, the Colorado Civil Rights Commission/Division (CCRC/D) sponsored an all-day conference, "Economic Gains Through Housing Choices," on the multiple relationship between fair housing opportunity and equal opportunities in employment and education. The conference was co-sponsored by the Region VIII Office of Fair Housing and Equal Opportunity of the U.S. Department of Housing and Urban Development, the Colorado Association of Realtors, the Denver Board of Realtors, and the Denver Public Schools. About 200 persons participated, representing minority communities in the Denver area, the business community, various segments of the housing provider industry, various educational institutions and organizations, and local, state, and federal civil rights organizations and agencies.

The conference, held at the Regency Hotel in Denver, utilized a format of both plenary and panel seminar sessions to explore the many interwoven issues involved in achieving genuinely equal opportunity in housing and employment and education. Principal speakers included Scott Davis, General Deputy Assistant Secretary for Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development; Mayor Federico Pena of the City and County of Denver; Galen Martin, Executive Director of the Kentucky Human Rights Commission; Dr. Ron Goodhill, Assistant Superintendent of St. Louis, Missouri Public Schools, and Russ Wehner,

President of the Denver Board of Realtors.

Panel sessions featured discussions of fair housing benefits, not only for minority housing concerns, but also for employers, employees and housing providers as well; myths and realities of contemporary housing discrimination, and the relationship between housing patterns and schools.

This conference may be one of the first of its kind in the country.

### Other Fair Housing Activities.

Using funds from its HUD/FHEO Fair Housing Assistance Program Type II Cooperative Agreement (HA-10928) awarded in March 1983, the CCRC's Research and Education Unit carried out numerous other fair housing activities during the 1983-84 fiscal year. These activities included outreach and coalition-building efforts as well as continued research on unfair housing practices and the developments of additional educational materials on fair housing.

During FY 1983-84, the Division published the results of its 1982 study of housing discrimination in the metropolitan Denver area. The study, Discrimination, Segregation and Minority Housing Conditions in Sunbelt Cities: A Study of Denver, Houston and Phoenix (1984) was written by Drs. Franklin James, Betty McCummings, and Eileen Tynan of University of Colorado in Denver Graduate School of Public Affairs, with contributions from Eleanor

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Crow of CCRD'S staff. To increase public awareness of the study's findings, a separate Executive Summary was published in both Spanish and English.

CCRD continued to sponsor research on the nature and extent of unlawful housing discrimination in Colorado cities, contracting with the University of Colorado (Denver) Graduate School of Public Affairs to conduct a testing, research on discrimination against Blacks, Hispanics, and Native Americans in the rental housing markets in Grand Junction and Greeley. The research was conducted between September and December by teams of paired testers under the supervision of Dr. Betty McCummings of the University of Colorado in Denver. Evidence of unfair housing practices was found in both cities, just as it had been found in the Denver metropolitan area in 1982. Minority testers were found to be more likely to be refused housing (denial of availability, refusal to show) than were majority testers with similar economic and social backgrounds, and were much more likely to be subjected to less favorable terms and conditions (e.g., higher rents, more restrictive lease conditions, and higher deposits). Under the same research contract, Dr. Franklin James of the University of Colorado (Denver) conducted a statistical study of protected class groups (Black, Hispanic and White, non-Hispanic females) with White non-Hispanic males in Colorado. Dr. Franklin James, using detailed census data from the 1970 and 1980 U.S. Census of population, attempted to determine

the several factors (education, work experience, etc.) contributing to observed economic inequality.

CCRD staff, with a small grant from the Hogan Family Foundation of Denver, also conducted research on the possible extent of discrimination in the Denver-Boulder area against families with children. Such discrimination is not unlawful under the Colorado Fair Housing Act (CRS 24-34-501) or Federal Law (Title VIII of the 1968 Civil Rights Act), but has been prohibited by the Boulder City ordinance. The research, carried out and written by Josefina Vilar, resulted in the research paper, "Family Rental Housing in Metropolitan Denver," as well as a guide to housing for families with children. Also produced were an analysis of minority population data for the various local political jurisdictions comprised in the Denver metropolitan area, and a "catalogue" of housing related services in the Denver area. A Spanish language housing discrimination brochure was also published.

Throughout the fiscal year, the Research and Education Unit staff continued to provide training and technical assistance on fair housing to minority oriented community groups and to various segments of the housing industry. Staff participated in meetings of HUD-sponsored Community Housing Resources Boards (CHRBs) in Greeley, Aurora and Denver; provided training to several realtor boards in the Denver metropolitan areas; and worked cooperatively with such other organizations as the Colorado

Housing Counselors Coalition, the Colorado Hispanic Housing Coalition, the Urban League and the NAACP.

#### TRAINING AND TECHNICAL ASSISTANCE

During this year, August 15 through June 30, 1984, training has been provided for 125 organizations in 29 Colorado and out-of-state cities and communities: Alamosa, Anton, Arvada, Aurora, Boulder, Broomfield, Byers, Cherry Creek, Colorado Springs, Craig, Denver, Englewood, Estes Park, Evans, Fort Collins, Glenwood Springs, Grand Junction, Greeley, Johnstown, Kersey, Lakewood, Lafayette, Littleton, Longmont, Louisville, Loveland, Northglenn, Thornton and Westminster.

Technical assistance has been provided for 595 organizations in 38 Colorado and out-of-state communities: Alamosa, Arvada, Aurora, Boulder, Brighton, Broomfield, Buena Vista, Castle Rock, Commerce City, Colorado Springs, Denver, Englewood, Estes Park, Fort Collins, Glenwood Springs, Golden, Grand Junction, Greeley, Ignacio, Johnstown, Kersey, Lakewood, Littleton, Longmont, Louisville, Loveland, Morrison, Northglenn, Olney, Rifle, Sterling, Tabernash, Trinidad, Walsenburg, Westminster, Wheat Ridge, and out-of-state communities.

Total participants in training activities were 682. The projected impact of the training totals 10,792 as a result of training

between August 15, 1983 and June 30, 1984. Thirty training sessions have been provided in the area of fair employment practices; 35 on sex discrimination, 3 on fair housing, 7 on general civil rights, 2 on comparable worth, 2 on police community relations, 2 on cultural awareness, and 7 on communications skills. The bulk of the training, 42 sessions, has been provided for businesses. Educational institutions have received 32 training activities, city government 12, advocacy organizations 12, community organizations 2, professional organizations 2, health services 3, and housing providers 3.

With regard to technical assistance, 284 instances of services have been provided on fair employment practices, 59 on sexual harassment/sex discrimination, 14 on fair housing, 63 on general civil rights issues, 12 on comparable worth issues, 15 on police community relations, and 46 on cultural awareness. Again, predominant services of technical assistance have been provided on 130 instances to businesses. City governments received 107, advocacy organizations received 85, banks received 32, county governments received 30, federal governments received 28, health organizations received 22, housing providers received 5, churches received 7 and community groups received 9.

#### STAFF TRAINING

In addition to participation in

the Fair Housing Conference by CCRD investigators from the Denver and regional offices, there were other staff training activities designed to enhance the investigative capabilities of the Division and Commissioners. In July, 1983 Dr. Porter and the Commissioners attended the annual meeting of the International Association of Official Human Rights Agencies, and in March, 1984 Dr. Porter and Jack Lang y Marquez, Director of Compliance, attended the annual training conference sponsored by the U.S. Equal Employment Opportunity Commission. Jewell Underwood, Public Information Specialist, participated in a national training conference on the Age in Discrimination Act (ADA) sponsored by the U.S. Department of Health and Human Services. Carolyn Smiley-Marquez, Training Specialist, attended a "trainer-training" course sponsored by EEOC; and at CCRD expense, Edwin L. Felter, Jr., Chief of the Division of Hearing Officers (Department of Administration), participated in an EEOC sponsored short course for administrative hearing officers. Dr. Frederick D. McEvoy, Director of Research and Education, participated in the State Department of Personnel/ University of Colorado in Denver School of Public Affairs Management Certification Courses.

In February, 1984 the Division staff and CCRC members participated in a two-day fair housing training session, required by the terms of CCRD's FHAP Type I Cooperative agreement with HUD/ FHAP. The training was conducted

by Peter Robertson, a noted civil rights attorney and consultant from Arlington, Va., and Sara Pratt of the Kentucky Human Rights Commission staff. Region VIII HUD fair housing staff also participated.

#### LEGISLATION

During the 1984 session of the Colorado General Assembly, CCRD was most concerned with three legislative initiatives. At the request of the Division and the Department of Regulatory Agencies, Representative Wilma Webb introduced a bill which would have authorized the Division and Commission to seek, apply for and expend grant funds for research and educational activities from foundations and sources other than the general fund and specified federal funding sources. After committee amendments, the bill passed both houses but was vetoed by the Governor.

When, during 1983, two hearing officers' decisions in separate housing discrimination cases made it clear that the Commission lacks statutory power to award damages under CRS 24-34-508, CCRD and DORA sought legislative action to correct this deficiency in the statute. Representative Peggy Reeves of Ft. Collins sponsored the bill. The bill was assigned to the House Committee on the Judiciary, but was never brought to the table for consideration by the Committee.

Senate Bill 52, sponsored by Senator Al Meiklejohn of Arvada,

sought to add to the civil rights statute employment protection for persons between the ages of 40 and 70. The age discrimination bill, which had been introduced several times in the General Assembly, passed the Senate but was later "postponed indefinitely" by the State Affairs Committee in the House of Representatives.

#### OTHER DIVISION ACTIVITIES

As a result of Commission/Division concerns about allegations of racially-based vandalism in the City of Greeley and on the campus of the University of Northern Colorado, the Commission held its April (1984) Regular Meeting in Greeley. At the public session, CCRC held information-gathering hearings to collect testimony. Twenty-four persons testified on their perceptions of the problems. As a result of these hearings, CCRC formally requested that the UNC provide information on a variety of allegations. Subsequent to the University's submission of data, the Division appointed Dr. Betty McCummings as a special consultant to analyze the hearing transcript, the University's responses, and to conduct additional investigative research on campus.

This work was in progress at the fiscal year's end.

In May, 1984 CCRC, in cooperation with the Denver Commission on Community Relations, the Office of Civil Rights of the U.S. Department of Health and Human Services and the U.S. Department of Education, the U.S. Equal Opportunity Commission, and the Fair Housing and Equal Opportunity Office of the U.S. Department of Housing and Urban Development, conducted an information gathering consultation at the Regency Hotel in Denver. Representatives of protected classes and other community organizations spoke to the panel in regard to new and continuing civil rights issues. U.S. Representative Patricia Schroeder spoke briefly to the panel.

#### COMMISSION MEETINGS OUTSIDE DENVER

In addition to its meeting in Greeley in April, 1984 CCRC held two regular monthly meetings in locations other than Denver: Durango (September, 1983) and Aurora (October, 1983). The other nine meetings were held at locations within the City of Denver.

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## 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, promotion 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; education institutions; and health-care 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 county court, but may not be filed with both the Commission and the courts simultaneously.

In addition to new charges, the Compliance workload statewide included 402 cases carried over from the previous fiscal year, 78 cases deferred from EEOC, 97 conciliations, 59 appeals, and 21 reinvestigations. Of the new cases filed, 231 (34%) were filed in regional offices; 396 (66%) were filed in Denver. A total of 427 open cases were carried over from this fiscal year into FY 1984-85.

During FY 83-84, combined

within the Denver metropolitan area one outreach office continued to provide compliance and education services to a broad cross-section of the Denver Community. This office was located in the Five Points Community Center at 2855 Tremont.

\* (Refer to page 20 for current CCRD office locations.)

## COMPLIANCE SERVICES

### COMPLIANCE STAFF AND SERVICES

- o Total Compliance staff in Denver numbered 10.25 investigators. Average case closures per investigator was 6.5 per month in the Regional Offices and 5.7 per month in the Denver office.
- o In addition to new charges, the Compliance workload statewide included 402 cases carried over from the previous fiscal year, 78 cases deferred from EEOC, 97 conciliations, 99 appeals, and 21 reinvestigations. Of the new cases filed, 351 (34%) were filed in regional offices; 686 (66%) were filed in Denver. A total of 437 open cases were carried over from this fiscal year into FY 1984-85.
- o During FY 83-84, combined

- o compliance efforts of the Regional and Denver staff resulted in settlement benefits totaling \$855,453 of actual and prospective relief.
- o Of the 1037 cases processed during FY 83-84, 227 (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 education services to a broad cross-section of the Denver Community. This office was located in the Five Points Community Center at 2855 Tremont.

### RESEARCH AND EDUCATION

- \* (Refer to page 20 for current CCRD office locations.)

Workshops and meetings were held for the benefit of public and private sector organizations. Workshops in the area of employment were conducted throughout the four regions by the regional managers.

Meetings with the CCRD "friends" groups were held in each regional area, giving community based organizations and civil rights groups an opportunity to address concerns directly with the CCRD Director.

## REGIONAL OFFICES

### REGIONAL OFFICE STAFF AND SERVICES

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 investigator is responsible for managing the office as well as functioning as an investigator, which includes performing intake, mediation and investigation of charges. Additionally, the investigators perform a preventive role by coordinating the research and education activities, which includes presenting workshops for the benefit of employers and community based organizations. The secretary handles information calls and performs a variety of other clerical-related activities.

### GEOGRAPHICAL REPRESENTATION

The northeast section of Colorado is served by the Greeley Office. The Western Slope is served by the office located in Grand Junction. The San Luis Valley and the Southeast section of Colorado are served by the office located in Pueblo. The Colorado Springs Office offers service to the mid-section of the state. (See map on page 20.) The four regional offices cover 90% of the State's

area and serve 44% of the population.

### COMPLIANCE ACTIVITIES

In 1983-84, 336 cases were completed by the regional office staff compared to 335 cases closed in F.Y. 1982-83. Due to the closure of the Alamosa office the Pueblo and Grand Junction offices saw an increase in overall totals.

\$452,183.61 in combined actual and prospective relief for charging parties was realized by the regional staff through the E.R.P. and conciliation processes. Forty two percent of all the cases were settled through a no fault settlement agreement.

### RESEARCH AND EDUCATION

One hundred thirty one preventive workshops and meetings were held for the benefit of public and private sector organizations. Workshops in the area of employment were conducted throughout the four regions by the regional managers.

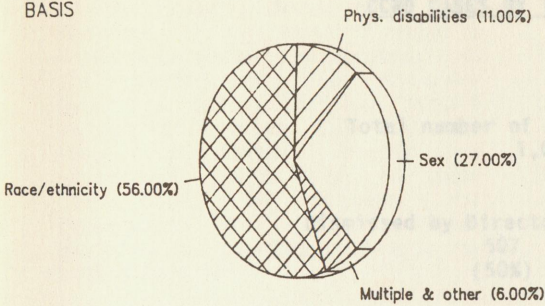
Meetings with the CCRC "Friends" groups were held in each regional area, giving community based organizations and civil rights groups an opportunity to address concerns directly with the CCRD Director.

TYPES OF CHARGES BY BASIS AND ISSUE FILED WITH CARD

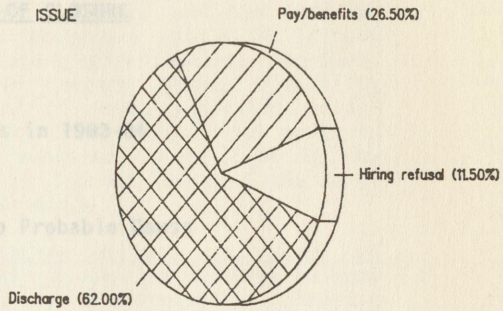
**EMPLOYMENT — 1983-84**

939 cases

BASIS



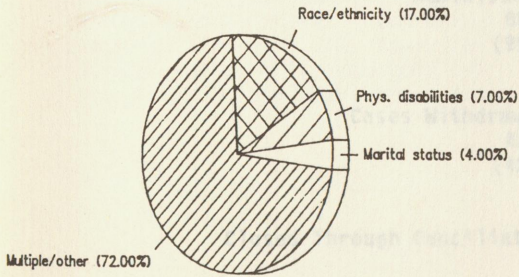
ISSUE



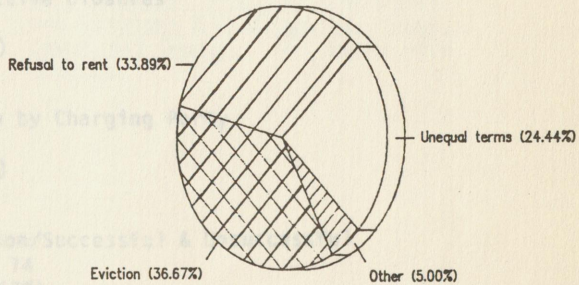
**HOUSING — 1983-84**

72 cases

BASIS



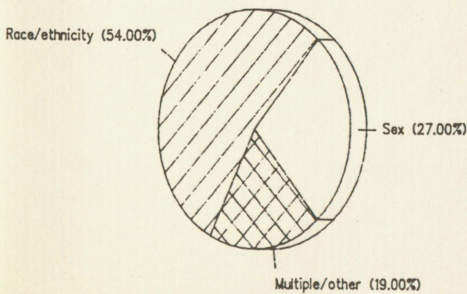
ISSUE



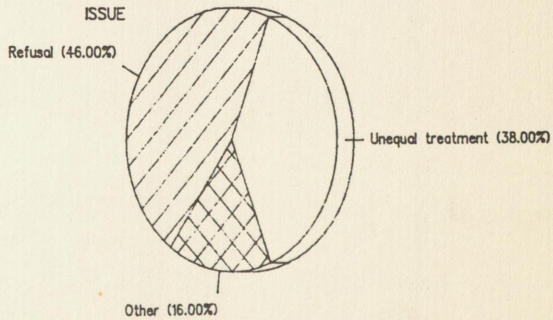
**PUBLIC ACCOMMODATIONS — 1983-84**

26 cases

BASIS



ISSUE



**CCRD CASES BY TYPE OF CLOSURE**

Total number of cases in 1983-84  
1,014

Dismissed by Director/No Probable Cause  
507  
(50%)

No Fault Settlement Agreements/  
Incl. Withdrawal w/Settlement  
303  
(30%)

Administrative Closures  
88  
(9%)

Cases Withdrawn by Charging Party  
42  
(4%)

Closed Through Conciliation/Successful & Unsuccessful  
74  
(7%)

**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. CCRC 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 are cases which were authorized for public hearing by the Commission.

Amy Budde vs. Miles and McManus and Travelers Insurance Co. was heard in two public sessions on December 16, 1983, and January 27, 1984. This case concerned pregnancy leave. The Court of Appeals ruled that employers of less than 15 employees were not

required by State of Colorado law to provide pregnancy insurance coverage. CCRC took the position that pregnancy should be treated as other disabilities. Further, if a company grants disability leave to other employees, disability leave should also be given for pregnancy. The case is now in the Supreme Court of the State of Colorado.

Christine Wilson vs. City of Wheat Ridge concerning alleged handicap discrimination, hearing impairment, was set for hearing on January 27, 1984 in the City of Wheat Ridge.

There were also three sexual harassment cases: Catherine Mello vs. MDC Corporation Realty; Jeanie L. Tripp vs. Frontier Chevrolet; and Kathleen A. Lawless vs. Adams, Cabot and Dawson. All three were settled.

**MISO COOPERATIVE AGREEMENTS**

Type I (Case Reimbursement, Staff Training)

FY 1983-84 (Sept. 83 - Sept. 84)

HA - 12410

139,500

Type II

FY 1983-84 (March 83 - March 84)

HA - 10978

5348,500

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**BUDGET**

LOOKING AHEAD:

General Fund	\$795,799
Federal Funds (EEOC)	\$298,286
TOTAL:	<u>\$1,094,085</u>

**GENERAL FUND APPROPRIATION BY LINE ITEM**

Personal Services	\$713,910	(26.5 FTE)
Operating	28,950	
Travel and Subsistence	4,385	
Hearings pursuant to Complaint	9,850	
Legal Services	33,293	
Board Meetings	5,411	

**FEDERAL FUNDS APPROPRIATION BY LINE ITEM**

Personal Services	\$ 131,398	(6.0 FTE)
Operating	42,648	
Travel and Subsistence	10,078	
Hearings	21,453	
Legal Services	75,387	
Indirect Cost Assessment	12,327	
Board Meetings	4,995	

**HUD COOPERATIVE AGREEMENTS**

Type I (Case Reimbursement, Staff Training)

FY 1983-84 (Sept. 83 - Sept. 84)

HA - 12410 \$39,500

Type II

FY 1983-84 (March 83. - March 84)

HA - 10928 \$148,500

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LOOKING AHEAD:

CCRD FUTURE GOALS

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o EQUAL OPPORTUNITY FOR ALL

Fair Employment Practices

Fair Housing Practices

Open Public Accommodations

o A MULTI-CULTURAL COOPERATIVE SOCIETY

o LIBERTY AND JUSTICE FOR ALL

Colorado Springs Office  
860 S. Circle Drive  
Springs Office Bldg  
Wirth Building, Suite 2100  
Colorado Springs, Colorado 80906  
303 578-8388

Grand Junction Office  
222 South 6th Street, Room 401  
Grand Junction, Colorado 81501  
303 248-7379

Greeley Office  
300 6th Avenue, Suite 223  
Greeley, Colorado 80631  
303 356-9221

Fueblo Office  
720 North Main  
Fueblo, CO 81003  
303 545-3520, 303 545-3650

**COLORADO CIVIL RIGHTS DIVISION REGIONS AND OFFICES**

**CCRD REGIONS AND OFFICES**

**CENTRAL OFFICE**

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

**OUTREACH OFFICE**

Five Points Office  
2855 Tremont Place, Room 104  
Denver, Colorado 80205  
303 866-3684

**REGIONAL OFFICES**

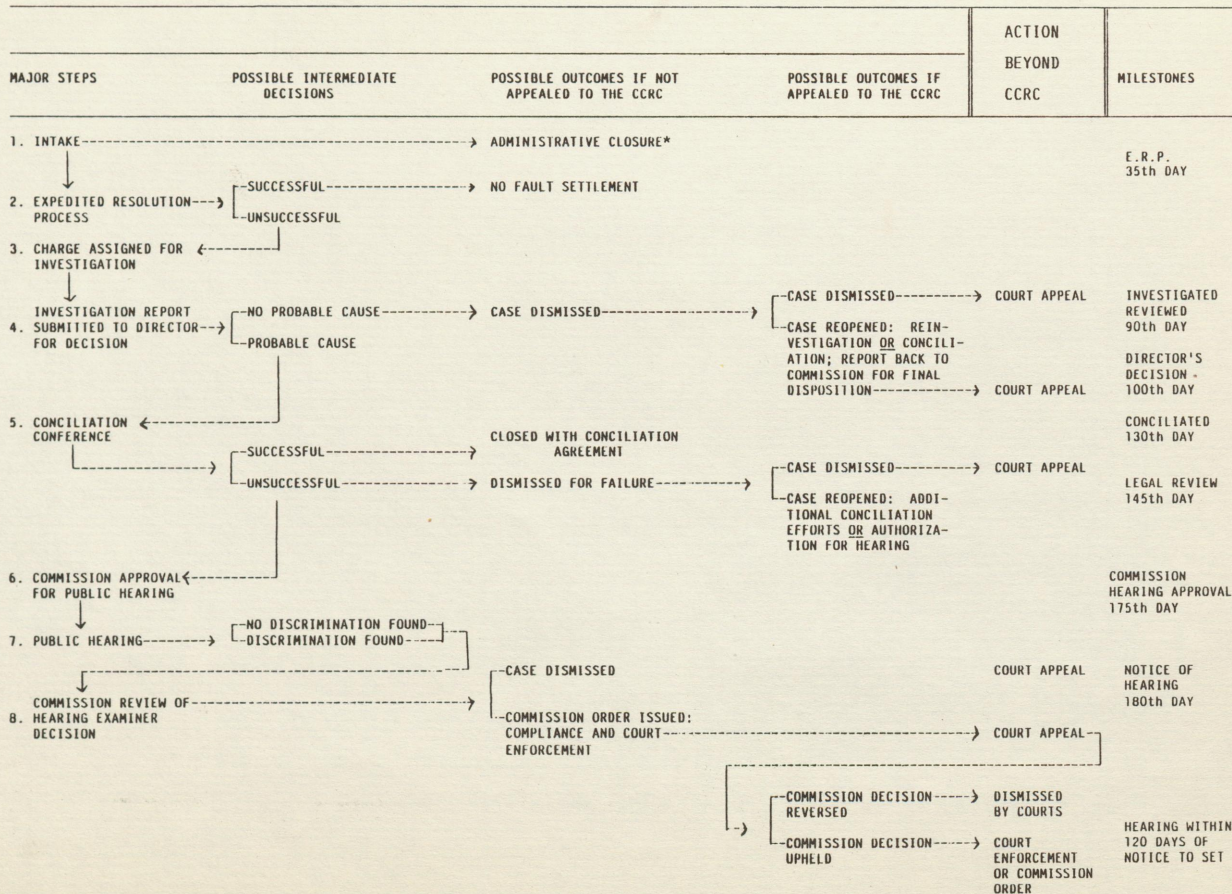
Colorado Springs Office  
860 S. Circle Drive  
Springs Office Park  
North Building , Suite 2103  
Colorado Springs, Colorado 80906  
303 576-6386

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800 8th Avenue, Suite 223  
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303 248-7329

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PROCESSING A CHARGE WITH THE COLORADO CIVIL RIGHTS COMMISSION



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