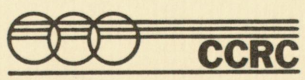


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Colorado Civil Rights Commission DIVISION



Activity Report
Fiscal Year 1984-1985

TABLE OF CONTENTS

Acknowledgment 11

A message from the Department of Regulatory Agencies and
The Colorado Civil Rights Division 1

Colorado Civil Rights Division Staff 2

Colorado Civil Rights Commission 3

History 4

Goal and Objectives 5

Research and Education Activity Report 6

Colorado Civil Rights Laws 11

Compliance Activity Report 13

Regional Offices Activity Report 14

Types of Charges by Basis and Issue Filed with the CCRD 15

CCRD Cases by Type of Closure 16

Making a Difference: Hearings 17

Budget 18

Looking Ahead: CCRD Future Goals 19

CCRD Regions and Offices 20

Processing a Civil Rights Charge with CCRD 21

COLORADO CIVIL RIGHTS
COMMISSION/DIVISION
Activity Report
Fiscal Year 1984-85

T A B L E O F C O N T E N T S

Acknowledgment	ii
A message from the Department of Regulatory Agencies and The Colorado Civil Rights Division	1
Colorado Civil Rights Division Staff	2
Colorado Civil Rights Commission	3
History	4
Goal and Objectives	5
Research and Education Activity Report	6
Colorado Civil Rights Laws	11
Compliance Activity Report	13
Regional Offices Activity Report	14
Types of Charges by Basis and Issue Filed with the CCRD	15
CCRD Cases by Type of Closure	16
Making a Difference: Hearings	17
Budget	18
Looking Ahead: CCRD Future Goals	19
CCRD Regions and Offices	20
Processing a Civil Rights Charge With CCRD	21

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 COLORADO CIVIL RIGHTS DIVISION

The mood regarding civil rights deteriorated as a national priority this year with reverberating impact at the state and local levels. Civil rights commissions and agencies have had to aggressively strive to maintain the delicate gains made in civil and human rights over the past twenty-five years. It has not been easy. Funding support, legislative enforcement, and moral leadership in civil rights have been lacking.

In Colorado, however, as in other states, some growth and progress were still seen this year. It was finally recognized that not only do "politics make strange bedfellows", but so does civil rights. Groups and organizations not known to have ever before worked together saw the beginning of the end of this "separating" era.

Nowhere was it more apparent than in the Colorado Civil Rights Commission/Division's (CCRC/D) celebration of the silver anniversary of the Colorado fair housing law, one of the first of its kind in the country--covering both commercial and residential property. In 1959 State Senator George Brown had introduced legislation which would become the core of the CCRC/D enforcement authority, specifically in housing discrimination.

This year community leaders, legislators and others including the housing industry (providers, builders, managers and others in the industry) joined the CCRC/D to acknowledge the historical importance of this piece of legislation and, perhaps more importantly, to poignantly remind everyone of the civil rights challenges conquered by our predecessors and others yet to be conquered by us.

The anniversary celebration emphasized the need for Colorado to vigorously strive to regain and maintain its national reputation for being on the cutting edge, a leader in fighting to protect the civil rights of its citizenry. The state and the CCRC/D have a proud history to live up to in this regard. The Commission/Division is pleased to have had this historical celebration among the list of significant accomplishments of the agency this year. It has served to inspire and renew the states' civil rights commitment as stated in law which, if not understood and implemented in the "spirit" of the law, leaves us short of the mark of becoming the great state Colorado is capable of being.

Dorothy J. Porter, Ph.D., Director

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Executive Director
Department of Regulatory Agencies

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

Wellington E. Webb, Executive Director
Department of Regulatory Agencies

COLORADO CIVIL RIGHTS DIVISION STAFF
FISCAL YEAR 1984 - 1985

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)

Regional Managers
Secretaries

Director of
Compliance

Expedited Resolution
Program Coordinator

Civil Rights Specialists/
Investigators

Case Control
Coordinator

Director of
Research & Education

Housing Specialist

Training Specialist

HUD Grant Manager

HUD Housing Specialist

HUD Typist

Administrative Officer

Public Information
Specialist

Clerical Supervisor

Senior Administrative
Clerk-Typists

Senior Secretary

COLORADO CIVIL RIGHTS COMMISSION

Donna Bates, who joined the Commission in September of 1983, is president of Bates Corporate Communications. Ms. Bates is also a director of the Federal Home Loan Bank Board of Topeka, Kansas. She earned a bachelor degree from the University of Colorado in journalism. She represents Denver.

John N. Franklin is deputy attorney for El Paso County, Colorado and previously 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 had 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 Church 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

- 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.
- 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.
- 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.
- 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.
- 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.
- 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).
- Currently the seven-member bipartisan Commission and the Division staff, 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

MAJOR EVENTS

Fair Housing Anniversary Commemoration. On September 15, 1985, the Colorado Civil Rights Division (CCRD/D) sponsored a 25th anniversary commemoration of the passage of the Colorado Fair Housing Act of 1959. An afternoon program, held in the Old Supreme Court chambers in the State Capitol, featured the participation of former and current legislators who fought for fair housing in Colorado. Former Lieutenant Governor George Brown, who as a State Senator served as principal sponsor of the fair housing bill, was the main speaker. At an early evening reception at the Humphreys Mansion, CCRD gave the Housing Awards to a number of organizations.

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.

summary of some major findings of CCRD's 1982 and 1983 research studies on unfair housing practices in the Denver area, Grand Junction, Greeley; and a review by CAP President Don Harlan of the anti-discrimination provisions of the Resistor Code of Ethics. It was believed that a public discussion of the testing process would help its implementation. It was believed to diminish the housing discrimination from the housing state industries.

Grand Junction - Greeley Discrimination Research Briefing. In April, 1985 the CCRD and the University of Colorado (Denver) Graduate School of Public Affairs co-sponsored a briefing seminar on housing discrimination. The results of housing discrimination against Blacks, Hispanics, and Native Americans in the cities of Grand Junction and Greeley. The briefing was held at the United Bank. Participants included more than 100 representatives from HUD, local area CHRBs, realtor and apartment owner associations, and others. The briefing included comments on the briefing by Hargrove, a spokesman from the Grand Junction Board of Realtors, and Cynthia Koss, director of the Colorado Indian Commission.

Public and Assisted Housing Conference. As another part of its fair housing assistance

RESEARCH AND EDUCATION

MAJOR EVENTS

Fair Housing Anniversary Commemoration. On September 14, 1984, the Colorado Civil Rights Commission/Division (CCRC/D) sponsored a 25th anniversary commemoration of the passage of the Colorado Fair Housing Act of 1959. An afternoon program, held in the Old Supreme Court chambers in the State Capitol, featured recognition of former and present day legislators who have supported fair housing in Colorado. Former Lieutenant Governor George Brown, who as a State Senator served as principal sponsor of the fair housing bill, was the main speaker. At an early evening reception at the Grant-Humphreys Mansion, CCRD gave Fair Housing Awards to a number of persons and organizations.

Fair Housing Enforcement Testing Briefing Seminar. As a result of its decision to expand the scope of a HUD-funded fair housing enforcement testing project (see below), CCRD asked the Colorado Association of Realtors to co-sponsor and convene a major briefing seminar on Fair Housing Testing. Nearly 100 persons, many of them members of CAR's executive board and representing a variety of local Boards of Realtors from across the state, attended the briefing, which was held in Aurora on February 15, 1985. Included on the briefing agenda were a summary comparison of state and federal fair housing statutes; a discussion of the legal basis for testing as a fair housing enforcement tool, a

summary of some major findings of CCRD's 1982 and 1983 research studies on unfair housing practices in the Denver area, Grand Junction, and Greeley; and a review by CAR President Don Harlan of the anti-discrimination provisions of the Realtor Code of Ethics. It was believed that a public discussion of the testing project, before its implementation, would serve to diminish hostile reaction from the housing provider and real estate industries.

Grand Junction - Greeley Discrimination Research Briefing. In April, 1985 the CCRD and the University of Colorado (Denver) Graduate School of Public Affairs co-sponsored a briefing seminar to publicly release the results of the HUD-funded, CCRD-sponsored study of housing discrimination against Blacks, Hispanics, and Native Americans in the cities of Grand Junction and Greeley. The briefing seminar, held at the Herschner Room in the United Bank Center in Denver, attracted more than fifty participants, including representatives from HUD, local area CHRBs, realtor and apartment owner associations, and others. The briefing included comments on the study by Bourtai Hargrove, Civil Rights Commissioner from Grand Junction, by a spokesman from the Grand Junction Board of Realtors, and Cynthia Kent, director of the Colorado Indian Commission.

Public and Assisted Housing Conference. As another part of its fair housing assistance

program under HUD/FHEO Cooperative Agreement HA-12611 (see below), CCRC (with co-sponsorship from the Denver/Metro New Horizons Task Force, the Colorado Division of Housing [Department of Local Affairs] and HUD's Region VIII Office of Fair Housing and Equal Opportunity) organized and conducted a major one-day conference on fair housing in the Denver metropolitan area. The conference was held on June 12, 1985, in Denver. Ninety-five persons attended, including representatives from fourteen public or assisted housing provider agencies. Among the objectives of this conference were to provide assisted and public housing officials with more information about the requirements of state and federal laws on fair housing; and to provide a better basis for networking among Denver metropolitan area housing providers, especially in regard to a number of growing problems faced by minority and low income persons.

OTHER ACTIVITIES

University of Northern Colorado Study. The CCRC/D involvement with the University of Northern Colorado, which began with Commission hearings in Greeley in April, 1984, continued through most of fiscal year 1984-1985. During the period from August through October, Dr. Betty McCummings of CU-Denver's Graduate School of Public Affairs analyzed the hearing transcripts and response information provided

to CCRC by the University administration. Dr. McCummings spent several days on campus interviewing a variety of persons and carrying out additional investigative research. Her draft report was completed in November, 1984 with a number of recommendations for change. In January, 1985 the Director of CCRC submitted staff recommendations regarding UNC to the Civil Rights Commission which, with only minor changes, adopted and issued the recommendations to UNC. Dr. Robert Dickeson, President of UNC, and Gail Schoettler, a UNC Trustee, committed the University to implementing the recommended changes, and to reporting progress to CCRC for a two year period.

The first UNC progress report to the Civil Rights Commission was made at the April, 1985 CCRC meeting held at UNC in Greeley on May 2, 1985.

Status of Civil Rights Hearings.

In early April, 1985 Dr. Porter, the CCRC director, and Wellington Webb, executive director of the Department of Regulatory Agencies, announced that CCRC and DORA would conduct a series of hearings in various locations throughout the state, in order to collect information on the current state of civil rights in Colorado. The first of these hearings was convened in Trinidad in late May, with Mr. Webb, Dr. Porter, Civil Rights Commissioner Ignacio Rodriguez, CCRC staff

members Dr. McEvoy and F. Tom Duran, and Armand Holmes of Mr. Webb's staff conducting the hearing. Testimony was offered by about a dozen persons. Plans to hold a second hearing in Durango in late summer were announced.

OTHER RESEARCH AND EDUCATION UNIT ACTIVITIES

Fair Housing Enforcement Testing Project. During FY 1984-1985, the CCRD's Research & Education Unit was responsible for developing and coordinating a fair housing enforcement testing project, using funds from its Type II HUD cooperative agreement HA-12611. A total of 154 tests of rental complexes was conducted, all but 11 in the metropolitan Denver area. The tests, which were conducted by trained volunteer testers, resulted in the filing of 20 dual-jurisdiction housing discrimination charges. More than 75 volunteers were trained to be objective testers by the Research & Education staff.

Further information about the testing project is available in a separate report prepared by the Fair Housing Assistance Program staff in the Research and Education Unit.

Other Fair Housing Activities.

Other fair housing activities conducted under cooperative agreement HA-12611 during this fiscal year included providing training to minority-group organizations in a number of Colorado

towns and cities, to housing provider organizations (Boards of Realtors, etc.), and technical assistance to individuals and organizations. Preliminary work on the production of three video films on housing discrimination was begun, and work on the revision of the fair housing slide show was also begun.

The CCRD staff again cooperated in HUD Region VIII FHEO Fair Housing Month activities.

Other Training Activities. The development (during FY 1983-1984) of more standardized training modules enabled the civil rights training specialist to increase the number of training presentations during FY 1984-1985.

During this year, June 30, 1984, through June 30, 1985, training has been provided for 250 organizations, businesses, and agencies in 30 cities and towns in Colorado, and one out of state, with a total participation of 3,447 individuals and a projected impact of 38,577. This is an increase over 1983-84 of 2,765 contacts resulting in a 27,785 increase in projected impact.

The number of training sessions provided for advocacy groups was 49. Advocacy and community groups, including professional organizations, received 75 total sessions - an average of 6 per month.

There were 54 sessions provided for municipal, county, state and federal governments. Banks and businesses received 44 sessions. Educational institutions received 29; health organizations, 8; legal services, 15; churches, 5; housing providers, 12; and professional organizations, 14.

The greatest number of requests were for training in equal employment rights and responsibilities: 58 sessions in civil rights law and process (overview session covering employment, housing, and public accommodations); 49 in sexual harassment; 17 in fair housing; and 15 in other areas.

Cities served through training activities include Alamosa, Arvada, Aurora, Boulder, Brighton, Buena Vista, Cherry Creek, Colorado Springs, Ft. Lupton, Golden, Grand Junction, Greeley, Ignacio, Johnstown, Lakewood, Lafayette, Littleton, Longmont, Louisville, Loveland, Northglenn, Pueblo, Sheridan, Towaoc, and Windsor. A representative from Cheyenne, Wyoming was included in legal housing training.

Training series were provided for 6 groups: The Justice Information Center, Denver Water Board, City of Northglenn, South Suburban Board of Realtors, statewide Business and Professional Women's Groups and Image. A special emphasis was placed on providing training for community based and advocacy groups.

TECHNICAL ASSISTANCE

During this year (July 1, 1984 through June 30, 1985), technical assistance has been provided for 1,498 organizations, businesses, agencies, and groups in 51 Colorado and 9 out-of-state cities and communities.

At 357 requests, advocacy organizations topped the list: businesses and banks followed with 251 requests; educational institutions, 175; and city governments at 166.

The greatest number of inquiries, 491, were employment related. This was followed by 427 requests or services about civil rights law and CCRD process. Inquiries about sexual harassment numbered 105 and about fair housing, 63.

Cities served were Alamosa, Arvada, Aspen, Aurora, Boulder, Breckenridge, Brighton, Broomfield, Canon City, Center, Clifton, Colorado Springs, Commerce City, Denver, Durango, Englewood, Evans, Ft. Collins, Ft. Lupton, Ft. Morgan, Fruita, Gilcrest, Glenwood Springs, Golden, Grand Junction, Greeley, Gunnison, Hotchkiss, Ignacio, Johnstown, Kersey, Keenesburg, Lakewood, Larkspur, La Salle, Littleton, Longmont, Louisville, Loveland, Mack, Montrose, Morrison, Niwot, Northglenn, Palisade, Platteville, Pueblo, San Luis, Sheridan, Strasburg, Steamboat Springs, Sterling and Windsor.

Out-of-state requests were from Seattle, Washington; Dayton, Ohio; Tucson, Arizona; Omaha, Nebraska; Washington, D.C.; Dallas, Texas; San Francisco, California; Boston, Massachusetts; and Cheyenne, Wyoming.

Commissioner and Staff Training. The CCRD continued its efforts to increase commissioner and staff capabilities in regard to civil rights matters.

Commissioners were provided orientation training on fair housing testing methods by the Division staff. In May, 1985 Mr. Ed Felter, Director of the Division of Hearing Officers (Department of Administration), provided hearing officer training to the Commissioners and senior staff at a two-day training retreat held at Copper Mountain. This training had "Continuing Legal Education" (CLE) certification from the Colorado Supreme Court.

In December, 1984 Dr. Porter, Jack Lang y Marquez, Director of Compliance, and Dr. McEvoy, Director of Research and Education, participated in a HUD-sponsored National Conference on Fair Housing in Washington, D.C.

In March, 1985 the Director, Dr. Porter, and Mr. Lang y Marquez, Director of Compliance, attended the annual EEOC compliance/legal training seminar.

In June, 1985 several CCRD staff members, including Dr. Porter and Mr. Lang y Marquez, investigators Theresa Wise and Brian Kellogg,

and grant activities manager Dolores Conde, participated in an inter-regional HUD Fair Housing Training Conference held in Kansas City, Missouri.

LEGISLATION

Fiscal year 1984-1985 was not an especially good year for civil rights legislative initiatives. The annual attempt to get an age discrimination bill approved by the General Assembly failed when Senate Bill 26, sponsored by Senator Meiklejohn, was postponed indefinitely by the Senate State Affairs Committee.

COMMISSION MEETINGS

During FY1984-1985, the Civil Rights Commission held four of its regularly scheduled monthly meetings in locations outside the City and County of Denver. The October, 1984 meeting was held in Alamosa, where a sizeable number of persons met with the Commission to discuss the need for re-establishing a CCRD office in the San Luis Valley and Hispanic problems in various San Luis Valley school districts. The February, 1985 meeting was held at the Aurora City Library. In March, 1985 the Commission held its monthly meeting in Pueblo. The Commission returned to Greeley (on May 2) for its April, 1985 meeting, held on the UNC campus, where University administrators provided the CCRC with information on the school's efforts to implement the changes recommended by the Commission report on conditions at UNC.

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 the 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.

COMPLIANCE

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.

e In addition to new charges, the compliance workload statewide included 420 cases carried over from the previous fiscal year, 179 cases deferred from ELOC, 87 conciliations, 118 appeals, and 15 reinvestigations. Of the new cases filed, 341 (30%) were filed in Regional offices; 608 (70%) were filed in Denver. A total of 434 open cases were carried over from this fiscal year into FY 1985-86.

e During FY 84-85, combined

During FY 84-85, 187 (16%) fell within the exclusive jurisdiction of the Colorado Civil Rights Commission.

e 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

COMPLIANCE STAFF AND SERVICES

- Total Compliance staff in Denver numbered 9.67 investigators. Average case closures per investigator was 7.7 per month in the Regional Offices and 6.7 per month in the Denver office.
- In addition to new charges, the compliance workload statewide included 437 cases carried over from the previous fiscal year, 179 cases deferred from EEOC, 87 conciliations, 118 appeals, and 15 reinvestigations. Of the new cases filed, 341 (30%) were filed in Regional offices; 808 (70%) were filed in Denver. A total of 434 open cases were carried over from this fiscal year into FY 1985-86.
- During FY 84-85, combined

Compliance efforts of the Regional and Denver staff resulted in settlement benefits totaling \$1,424,057 of actual and prospective relief.

- Of the 1149 cases processed during FY 84-85, 187 (16%) fell within the exclusive jurisdiction of the Colorado Civil Rights Commission.
- 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.)

GEOGRAPHICAL REPRESENTATION

The northeast section of Colorado is served by the Greeley Office which includes the cities of Greeley, Ft. Collins, Loveland, Ft. Morgan, and Sterling as well as other towns in the area. The Western Slope is served by the office located in Grand Junction. The San Luis valley as well as the southeast section of Colorado is served by the office located in Pueblo. The mid-section of the

Seventy-one preventive workshops and meetings were held by the regional staff, which is 60 less than the previous year, because the Research and Education Trainer was hired to meet training needs of community based organizations and private sector groups.

"Friends" meetings were held in each regional area, providing an opportunity for community based organizations and civil rights groups to address concerns directly with the CCRD Executive 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 which includes the cities of Greeley, Ft. Collins, Loveland, Ft. Morgan, and Sterling as well as other towns in the area. The Western Slope is served by the office located in Grand Junction. The San Luis valley as well as the southeast section of Colorado is served by the office located in Pueblo. The mid-section of the

state is served by the Colorado Springs office. (Refer to map on page 20). The four regional offices cover 90% of the states area and serve 44% of the state's population.

COMPLIANCE ACTIVITIES

In 1984-85 356 cases were closed by the regional office staff compared to 336 cases closed in FY 1983-84.

The combined actual and prospective relief for charging parties in the amount of \$463,895.40 was realized by the Regional staff through the E.R.P. and conciliation processes. Thirty-five percent of all the cases were settled through a no fault settlement agreement.

RESEARCH AND EDUCATION

Seventy-one preventive workshops and meetings were held by the regional staff, which is 60 less than the previous year, because the Research and Education Trainer was hired to meet training needs of community based organizations and private sector groups.

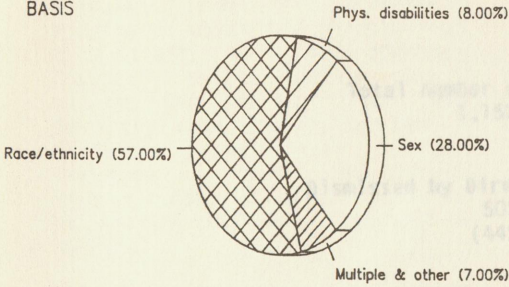
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TYPES OF CHARGES BY BASIS AND ISSUE FILED WITH CCRD

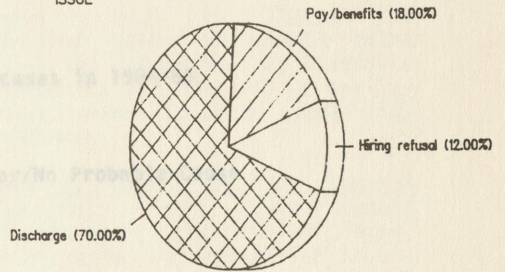
EMPLOYMENT — 1984-85

1068 cases

BASIS



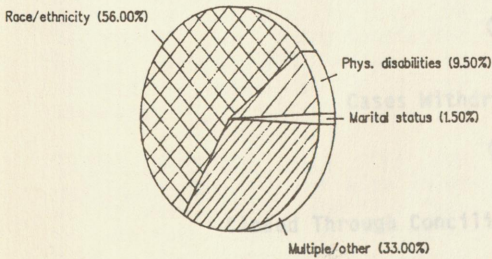
ISSUE



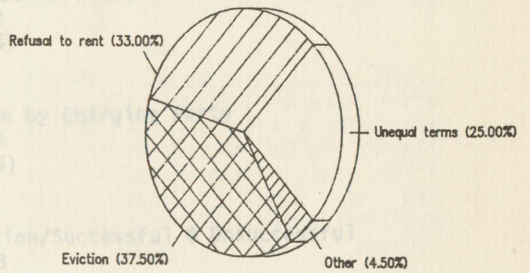
HOUSING — 1984-85

64 cases

BASIS



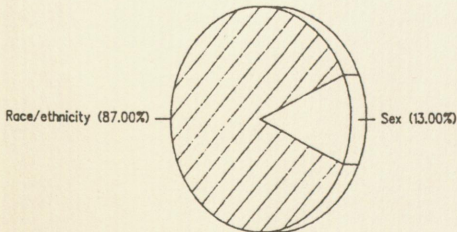
ISSUE



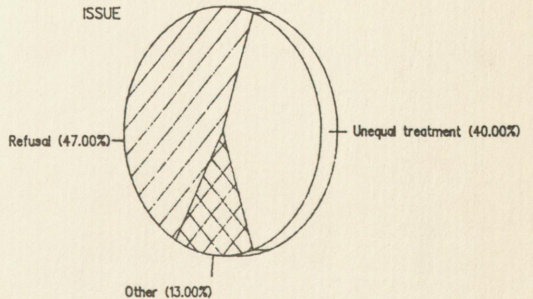
PUBLIC ACCOMMODATIONS — 1984-85

15 cases

BASIS



ISSUE



CCRD CASES BY TYPE OF CLOSURE

Total number of cases in 1984-85
1,152

Dismissed by Director/No Probable Cause
503
(44%)

No Fault Settlement Agreements/
Incl. Withdrawal w/Settlement
405
(35%)

Administrative Closures
82
(7%)

Cases Withdrawn by Charging Party
74
(6%)

Closed Through Conciliation/Successful & Unsuccessful
88
(8%)

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.

David B. Blessinger vs. Con Agra; a recent ruling by a hearing officer favored the CCRC position that Colorado State handicap guidelines must prevail over the Department of Transportation Rules, where DOT rules are voluntarily used as a safety standard.

Thomas Quintana vs. City and County of Denver; the Commission policy was upheld, requiring that an employee cannot be disqualified from employment simply

because a physical condition creates risk of future injury to self or others.

Anne Agnello vs. Coors; the Colorado Court of appeals ruled that the Commission may determine appropriate relief in a settlement, even though a complainant disagrees.

Ned E. Lottie vs. St. Lukes's Hospital; the Court upheld Commission's standard of inferring racial discrimination from a totality of facts even without direct evidence of bias.

Vandine and Guthrie vs. Anderson/Broderson d/b/a Picture Ranch; the Court upheld the Commission's position that providers of housing cannot deny housing to unmarried couples.

Richard Savino vs. The Rush/Greystone Castle; Charging Party alleged that "ladies nights" are violations of prohibition against sex discrimination in public accommodations. The case was dismissed by Commission for lack of funds to pursue.

FY 1984-85 (Sept. 84 - Sept. 85)

HA - 12693

326,000

Type II Fair Housing Assistance Pro

FY 1984-85 (Sept. 84 - Dec. 85)

HA - 12671

1747,860

BUDGET

LOOKING AHEAD:

General Fund	\$831,554
Federal Funds (EEOC)	\$347,654
TOTAL:	\$1,179,208

GENERAL FUND APPROPRIATION BY LINE ITEM

Personal Services	\$744,166	(26.5 FTE)
Operating	32,318	
Travel and Subsistence	4,385	
Hearings pursuant to Complaint	10,411	
Legal Services	34,697	
Board Meetings	5,577	

FEDERAL FUNDS APPROPRIATION BY LINE ITEM

Personal Services	\$ 177,557	(7.0 FTE)
Operating	52,730	
Travel and Subsistence	10,078	
Hearings	9,713	
Legal Services	75,751	
Indirect Cost Assessment	17,202	
Board Meetings	4,623	

HUD COOPERATIVE AGREEMENTS

Type I (Case Reimbursement, Staff Training)

FY 1984-85 (Sept. 84 - Sept. 85)

HA - 12699 \$26,000

Type II Fair Housing Assistance Pro

FY 1984-85 (Sept. 84 - Dec. 85)

HA - 12611 \$147,860

LOOKING AHEAD:

CCRD FUTURE GOALS

1525 Sherman Street, Room 6006
Denver, Colorado, 80203
866-2621

OUTREACH OFFICE

Five Points Office
3855 Lombard Place, Suite 104
Denver, Colorado 80205
303 866-3686

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Fair Housing Practices

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Colorado Springs, Colorado 80906
303 576-6386

Grasley Office
800 8th Avenue, Suite 223
Greeley, Colorado 80631
303 356-9221

● A MULTI-CULTURAL COOPERATIVE SOCIETY

Grand Junction Office
222 South 6th Street, Room 417
Grand Junction, Colorado 81501
303 249-7221

Pueblo Office
720 North Main, #222
Pueblo, CO 81003
303 545-3520, 303 545-3630

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Denver, Colorado 80205
303 866-3684

REGIONAL OFFICES

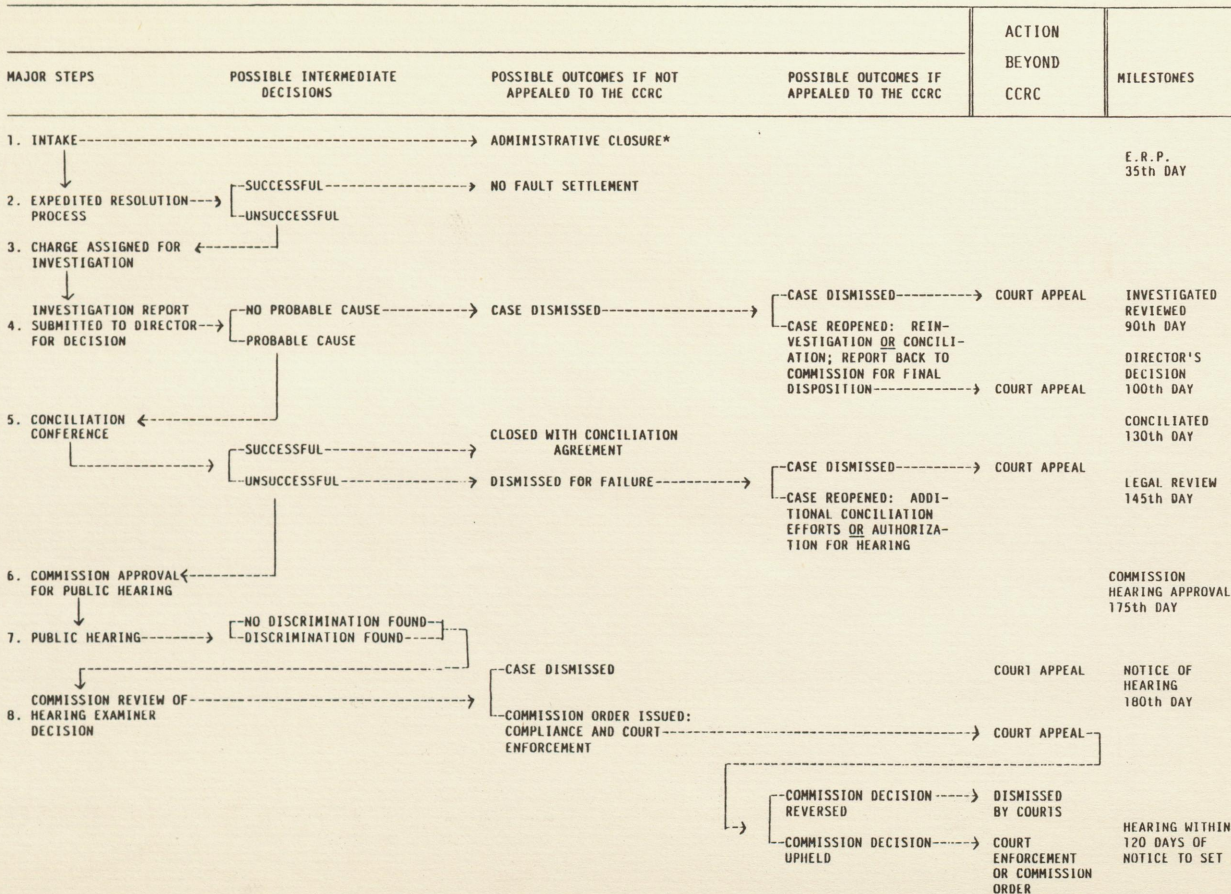
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Springs Office Park
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Colorado Springs, Colorado 80906
303 576-6386

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303 356-9221

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