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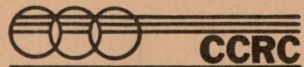
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# Colorado Civil Rights Commission DIVISION



Activity Report  
Fiscal Year 1985-1986



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**COLORADO CIVIL RIGHTS**  
**COMMISSION/DIVISION**  
 Activity Report  
 Fiscal Year 1985-86



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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

The 1985-86 fiscal year was very productive for the Colorado Civil Rights Commission/Division. While some state departments went into a holding pattern, the Lamm era came to an end. Others like the Department of Regulatory Agencies and the Colorado Civil Rights Commission/Division moved steadily ahead with several unique programs.

While maintaining a strong compliance effort and realizing increased productivity with a larger case load than the previous year, a number of research and education activities proved effective in the fight against discrimination. A series of statewide hearings were held in Grand Junction, Trinidad and Montbello. Testimony about discrimination in education, employment and housing was reported. The needs of disabled citizens in the community were also emphasized. This information helped to underscore the need for the Colorado Civil Rights Commission/Division's emphasis on enforcement and outreach efforts.

The Summit Seminar series was introduced and began an innovative orchestration of diverse groups to constructively address common concerns affecting, in different ways, all those involved. The Colorado Association of Commerce and Industry, Colorado Alliance of Business, University of Colorado-Denver Graduate School of Public Affairs, Mountain States Employers Council, Colorado AFL-CIO and the Colorado Civil Rights Commission/Division coalesced to initiate the co-sponsorship of seminars dealing with affirmative action and equal employment opportunities. Future conferences were suggested on such topics as AIDS testing and drug testing in the workplace.

The Commission articulated, in the spring of 1986, its position on AIDS as a handicap in order to be prepared to respond appropriately to questions on this topic from the business community and potential charging parties. The Commission determined that the Colorado Civil Rights Division should treat an AIDS charge as a physical handicap charge and handle each on an individual basis.

The age discrimination bill, after years of hard work and effort by many people, including senior groups, became law in May when it was signed by Governor Richard Lamm in one of his last official acts directly affecting the state's authority to fight age discrimination.

Finally, the Colorado Civil Rights Commission held a hearing on discrimination against minority and women subcontractors by the Department of Highways. Testimony about charges of racism and discrimination in the Department provided information from which the Commission could develop recommendations for meaningful resolution of the problems identified.

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

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

Wellington E. Webb, Executive Director  
Department of Regulatory Agencies

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While maintaining a strong compliance effort and realizing increased productivity with a larger case load than the previous year, a number of research and education activities proved effective in the fight against discrimination. A series of statewide hearings were held in Grand Junction, Trinidad and Montbello. Testimony about discrimination in education, employment and housing was reported. The needs of disabled citizens in the community were also emphasized. This information helped to underscore the need for the Colorado Civil Rights Commission/Division's emphasis on enforcement and outreach efforts.

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In summary, 1985-86 was marked by dynamic and innovative activities which strengthened Colorado's effort to ensure equal opportunity and civil rights for Coloradans.

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 1985-1986

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

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

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## COLORADO CIVIL RIGHTS COMMISSION

Donna Bates, who joined the Commission in September in 1983, is owner of Bates Corporate Communications. 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, and she is also a ski racer.

John N. Franklin is Deputy Attorney for El Paso County, Colorado and he 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 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, is the publisher/owner of Denver Parent publications. 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

- 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, on the basis of marital status (in housing and public accommodations only), and age (in employment 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**

MISSION STATEMENTS

The Colorado Civil Rights Commission/Division (CCRC/CCRD), along with the Department of Housing and Urban Development, conducted hearings on the status of civil rights in the state of Colorado in August, 1985 and in Montebello (Denver) in September, 1985.

CCRC/CCRD was also a participant in the Martin Luther King Memorial Conference as well as in national planning activities.

This year CCRD received a Region VIII HUD Fair Housing Assistance Program Achievement Award. It was also nominated for Region VIII for a national McGovney Achievement Award.

Dr. Porter and Mr. Porter participated in the HUD/FHAP national policy conference in Washington D.C. in December, 1985.

CCRD held the 1985-86 Rights Summit Series. A luncheon series featured as the Honorable Clarence Thomas, Chairman, and F. Lee Carter, Director, of the U.S. EEOC. The speaker was co-sponsored by the University of Colorado Graduate School of Public Affairs, Colorado Association of Commerce and Industry, Colorado AFL-CIO, and Mountain States Employers Council. Enforcing organizations included the Denver Agency for Human Rights and Community Relations, Department of Health and Human Services, Office of Civil Rights, U.S. EEOC Denver, DRECP-Denver and the Department of Labor Women's Bureau-Denver.

**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.

The conference was attended by 260 persons. CCRD participated in the Colorado New Horizons Task Force.

Education Unit, (1981), as part of its FHAP Type III agreement with HUD, completed the production of three short film reels dealing with housing discrimination. The videos were made with the assistance of the

unit of the United States Health Services staff also produced two 35mm slide shows on fair housing. One, aimed at protected class groups, was made in both Spanish and English narrations. The other, aimed at housing providers, was made in English. These audiovisual materials are available for use by

staff members began a series of columns on civil rights for the Spanish-English language *Labor* newspaper. These articles alternate

CCRD focused its attention on several bills in the 1986 General Assembly:

Age Discrimination Act, introduced by Senator Al Meikeljohn and in the House by Representative Chris Paulson, passed both houses and was signed into law on May 8. The law as passed parallels in many ways the U.S. Age Discrimination in Employment act, as amended, but differs from federal law by making all employers subject to CCRD jurisdiction (federal law exempts employer with fewer than 20 workers).

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## RESEARCH AND EDUCATION

### MAJOR EVENTS

The Colorado Civil Rights Commission/Division (CCRC/CCRD), along with the Department of Regulatory Agencies, conducted hearings on the status of civil rights in Durango Colorado in August, 1985 and in Montbello (Denver) in September, 1985.

CCRC/CCRD was also involved in Martin Luther King Week activities as well as in state, local, and national planning activities.

This year CCRD received a Region VIII HUD Fair Housing Assistance Program Achievement Award. It was also nominated by Region VIII for a national award. Dr. McEvoy was given an individual regional FH Achievement Award in April, 1986.

Drs. Porter and McEvoy participated in the HUD/FHAP national policy conference in Washington D.C. in December, 1985.

CCRD held the initial civil rights Summit Seminar on June 6, 1986. A luncheon event, the seminar featured as speakers: The Honorable Clarence Thomas, Chairman, and Fred Alvarez, Commissioner, of the U.S. EEOC. The seminar was co-sponsored by CCRD, University of Colorado (Denver) Graduate School of Public Affairs, Colorado Alliance of Business, Colorado Association of Commerce and Industry, Colorado AFL-CIO, and Mountain States Employers Council. Endorsing organizations included the Denver Agency for Human Rights and Community Relations, Department of Health and Human Services, Office of Civil Rights, U.S. EEOC Denver, OFCCP-Denver and the Department of Labor Women's Bureau-Denver.

The conference was attended by 260 persons. CCRD participated in the Colorado New Horizons Task Force;

The Research and Education Unit, (R&E), as part of its FHAP Type II agreement with HUD, completed the production of three short video films dealing with housing discrimination. The videos were made with the assistance of the film production unit of the University of Colorado Health Sciences Center. R&E staff also produced two 35mm slide shows on fair housing. One, aimed at protected class groups, was made with both Spanish and English narrations. The other, aimed at housing providers, was made in English. These audiovisual materials are available for use by the public.

CCRD staff members began a series of columns on civil rights for the Spanish-English language LaVoz newspaper. These articles will be published on alternate months.

### LEGISLATION

CCRD focused its attention on several bills in the 1986 General Assembly:

Senate Bill 23 - Concerning Age Discrimination, sponsored by Senator Al Meikeljohn and in the House by Representative Chris Paulson, passed both houses and was signed into law on May 8. The law as passed parallels in many ways the U.S. Age Discrimination in Employment act, as amended, but differs from federal law by making all employers subject to CCRD jurisdiction (federal law exempts employer with fewer than 20 workers).

Senate Bill 31 - Concerning Housing Damages, sponsored by Senator Donley of Greeley, was postponed indefinitely in the Senate State Affairs Committee. This bill was the result of the New Horizons Task Force's work.

Senate Bill 68 - Concerning Guide Dogs, sponsored by Senator Regis Groff of Denver, passed both houses and was signed by the Governor. The bill, which amended CRS 24-34-801, clarifies the use of guide dogs by handicapped persons other than the blind.

Senate Bill 154 - Concerning Ethnic Intimidation, and sponsored by Senator Kathy Arnold, was initiated with the cooperation of CCRD, the Attorney General, and the Anti-Defamation League. The bill, which would have defined ethnic intimidation as a Class 3 misdemeanor under Colorado Criminal statutes, narrowly passed the Senate Affairs Committee but was defeated on the senate floor.

House Bill 1056 - Sponsored by Representative Dottie Wham, this bill would have extended civil rights protection in employment, housing, and public accommodations to include persons handicapped by mental health. The bill passed in the House, but later died in the Senate Appropriations Committee.

## TRAINING ACTIVITIES

Staff Training. During this fiscal year, CCRD intensified its program of staff/commissioner training. In May, 1986 Mr. Steve Masias provided a two-hour ses-

sion on time management for division staff. On June 5, Commissioners and staff were provided two hours training by EEOC on age discrimination, and four hours training on Acquired Immune Deficiency Syndrome (AIDS) by experts on the disease.

Most CCRD staff members participated in HUD inter-regional fair housing training in late June. The three-day training conference was held in Denver. Dr. Porter and Jack Lang y Marquez participated as members of training panels.

During the period July 1, 1985, to April 30, 1986, 159 training sessions were provided for 116 employers, organizations, agencies, or governments. Three thousand seven hundred ninety-six individuals attended these sessions provided in the following Colorado communities: Denver, Boulder, Golden, Security, Colorado Springs, Pueblo, Windsor, Commerce City, Lafayette, Arvada, Canon City, Greeley, Buena Vista, Westminster, Loveland, Littleton, Aurora, Brush, Ft. Collins, Longmont, Ft. Carson, Grandby and Ft. Lupton.

Twenty-eight sessions were provided on civil rights (overview) law and process, 64 on fair employment practices, 53 on sexual harassment, 9 on sex discrimination, 17 on fair housing, and one on the rights of the handicapped. An estimated impact of 15,750 has been projected.

Training was provided to governmental employers such as the State of Colorado Department of

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Corrections, Department of Social Services, universities and colleges, Department of Education, Zebulon Pike Correction Center, and persons in Buena Vista and Canon City. Local governmental agencies receiving training include Weld and Jefferson Counties, Boulder, Arvada, Colorado Springs, Aurora, Longmont, City and County of Denver (including Sheriff's Department, Water Department, and Health and Hospitals).

Denver, Ft. Lupton, Windsor, Longmont and Pueblo school districts have been served.

Training services have been provided to a number of Colorado's small and large businesses, including Schlague Lock in Security, Southland Corporation, In-trawest Banks, Data General, and North American Homes in Colorado Springs.

Community and professional organizations served include: Colorado Women's Political Institute, Pueblo Housing Task Force, Association for Affirmative Action Officers, Lafayette Lionesses, Greeley Epileptic Association, Business and Professional Women, Aubrey Daniels and Associates, Consumer Health Services, Mountain States Employers Council, Colorado Dropout Conference, Handicap Information, Conference for Brush City area, Chicano Education Project, Independent Resource Center, Colorado Association of Bilingual/Bicultural Education, Affirmative Action Conference, Colorado Association of Public Employees, Center for People with Disabilities, NAACP, and IMAGE.

Greeley and South-Suburban Boards of Realtors as well as the Ft. Collins and Pueblo Boards were provided training.

During the period July 1, 1985, to April 30, 1986, technical assistance was provided by the training office to 626 employers, organizations, governments, or citizens of the state. These services represent contacts in Denver, Ft. Collins, Longmont, Boulder, Golden, Arvada, Greeley, Lafayette, Colorado Springs, Pueblo, Security, Littleton, Westminster, Canon City, Buena Vista, Commerce City, Aurora, Lakewood, Englewood, Grand Junction, Loveland, Brush, Cherry Creek, Brighton, Niwot, Ft. Lupton, Windsor, Wheat Ridge, Salida, Lyons, Trinidad, Towaoc, Thornton, Broomfield, Allenspark, Estes Park, Ignacio, Manitou Springs, Durango and Louisville.

In addition the Research and Education Unit provided detailed technical assistance on affirmative action planning to Front Range Community College and the City of Aurora.

Bea Sutton Branscombe, Fair Housing Policy Analyst in the Research and Education Unit, retired from the CCRD in February, 1986.

HUD-funded Activities. Some HUD funded activities have been previously noted.

During FY 85-86, the Research and Education Unit, Fair Housing Assistance Program staff completed its work under Type II Cooperative Agreement HA-12611 (awarded in September 1984), and submitted the required final reports and reimbursement voucher. Approximately

\$93,000 of the total award of \$148,860 was expended during this fiscal year (the remaining \$55,860 was expended during FY 1984-85).

In September, 1985 CCRD entered into a Type I FHAP Cooperative Agreement (HA-14563) with HUD. Type I agreements provide for reimbursement by HUD for housing discrimination charges under

joint jurisdiction (Title VIII and CRS 24-34-501) investigated by CCRD. At the end of the fiscal year CCRD anticipated that approximately fifty cases would be completed by the end of the agreement year. Type I funding also includes monies in support of staff training on housing discrimination.

... owners 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 1967, 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.

#### HOUSING

The Fair Housing Act of 1968, 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, an-

## 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, age 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, an-

cestry, 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.

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 434 cases carried over from the previous fiscal year, 127 cases deferred from CROC, 88 conciliations, 220 appeals and 5 reinvestigations. Of the new cases filed, 342 (30%) were filed in regional offices; 798 (70%) were filed in Denver. A total of 350 open cases were carried over from this fiscal year into FY 1985-87.

\* During FY 85-86, combined

processed during FY 85-86, 214 (10%) fall 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 18 for current CCRD office locations.)

## COMPLIANCE

### COMPLIANCE STAFF AND SERVICES

- Total Compliance staff in Denver numbered 10.25 investigators. Average case closures per investigator was 6.3 per month in the regional offices and 7.4 per month in the Denver office.
- In addition to new charges, the Compliance workload statewide included 434 cases carried over from the previous fiscal year, 127 cases deferred from EEOC, 82 conciliations, 120 appeals and 8 reinvestigations. Of the new cases filed, 343 (30%) were filed in regional offices; 798 (70%) were filed in Denver. A total of 350 open cases were carried over from this fiscal year into FY 1986-87.
- During FY 85-86, combined

compliance efforts of the regional and Denver staff resulted in settlement benefits totaling \$1,202,934 of actual and prospective relief.

- Of the 1141 cases processed during FY 85-86, 214 (19%) 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 19 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

### RESEARCH AND EDUCATION

In Fiscal Year 1985-86, 87 preventive workshops and meetings were held by the regional staff, 16 more than the previous year.

## 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 19). The four regional offices cover 90% of the state's area and serve 44% of the state's population.

### COMPLIANCE ACTIVITIES

Three hundred fifty seven cases were closed by the regional offices staff compared to 356 cases closed in FY 1983-84.

\$242,870.64 in combined actual and prospective relief for charging parties was realized by the regional staff through the E.R.P. and conciliation processes. Thirty five percent of all the cases were settled through no-fault-settlement agreements.

### RESEARCH AND EDUCATION

In Fiscal Year 1985-86, 87 preventive workshops and meetings were held by the regional staff, 16 more than the previous year.

PUBLIC ACCOMMODATIONS -- 1985-86

24 cases

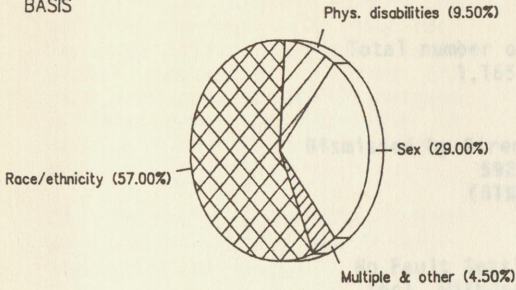


TYPES OF CHARGES BY BASIS AND ISSUE FILED WITH CCRD

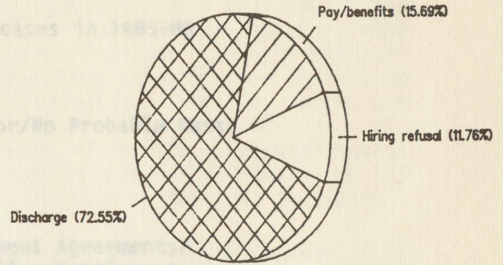
**EMPLOYMENT — 1985-86**

1046 cases

BASIS



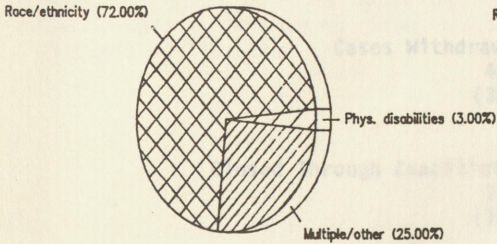
ISSUE



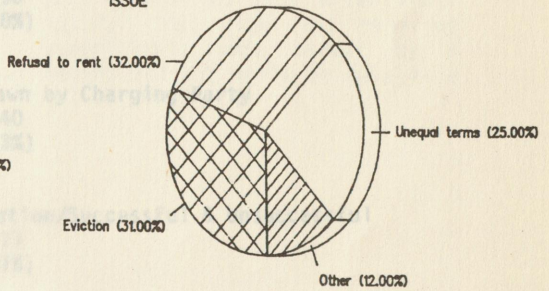
**HOUSING — 1985-86**

71 cases

BASIS



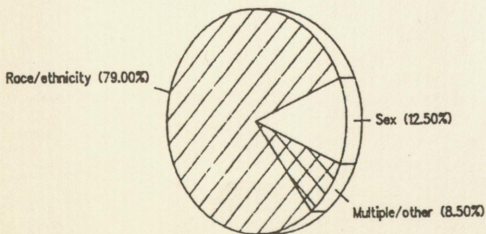
ISSUE



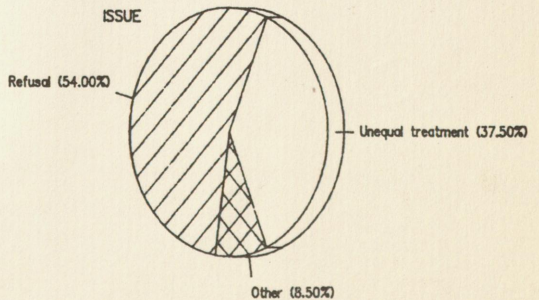
**PUBLIC ACCOMMODATIONS — 1985-86**

24 cases

BASIS



ISSUE



**CCRD CASES BY TYPE OF CLOSURE**

Total number of cases in 1985-86  
1,165

Dismissed by Director/No Probable Cause  
592  
(51%)

No Fault Settlement Agreements/  
Incl. Withdrawal w/Settlement  
358  
(31%)

Administrative Closures  
98  
(8%)

Cases Withdrawn by Charging Party  
40  
(3%)

Closed Through Conciliation/Successful & Unsuccessful  
77  
(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.

Linda K. Smith, Heather Larson, Nancy Dana Bamford vs. City & County of Denver/Denver Civil Service Commission. The first women firefighters in the history of Denver were hired as a result of these cases, which alleged sex discrimination based on the disparate treatment from a physical agility test.

Mary Clay vs. Frazier and Associates. In this case the court ruled that a complainant could not claim an award of back pay without seeking reinstatement.

Reyes Ramos, Ph.D. vs. University of Colorado. This well-publicized case is now in the State Supreme Court. The case contends the jurisdiction of CCRC over University of Colorado. Professor Ramos has charged discrimination on the basis of national origin/Hispanic when he was denied tenure at the University of Colorado in Boulder.

Dale Coski vs. City and County of Denver/Denver Police Department. A hearing officer ruled in favor of Ms. Coski, who contested the Denver Police Department policy of terminating disabled officers who could not function as officers within one year after their injury. Ms. Coski was rendered quadriplegic when struck by a moving vehicle while on duty as a police officer.

1986 Cooperative Agreements

Type I (Case Reimbursement, Staff Training)

NY 1985-86 (September, 85 - September, 86)

HA - 14563

\$35,700

Type II FMAP Agreements

NY 1985-86 (September, 84 - Dec. 86)

HA - 12611

\$ 93,500

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**BUDGET**

LOOKING AHEAD:

General Fund	\$888,017
Federal Funds (EEOC)	\$332,291
TOTAL:	\$1,220,308

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**GENERAL FUND APPROPRIATION BY LINE ITEM**

Personal Services	\$788,584	(26.5 FTE)
Operating	33,759	
Travel and Subsistence	4,091	
Hearings Pursuant to Complaint	19,406	
Legal Services	36,469	
Board Meetings	5,708	

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**FEDERAL FUNDS APPROPRIATION BY LINE ITEM**

Personal Services	\$ 154,077	(7.0 FTE)
Operating	41,997	
Travel and Subsistence	10,500	
Hearings	9,632	
Legal Services	99,918	
Indirect Cost Assessment	15,444	
Board Meeting	4,623	

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**HUD Cooperative Agreements**

Type I (Case Reimbursement, Staff Training)

FY 1985-86 (September. 85 - September. 86)

HA - 14563	\$35,700
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**Type II FHAP Agreements**

FY 1985-86 (September. 84 - Dec. 86)

HA - 12611	\$ 93,500
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LOOKING AHEAD:

CCRD FUTURE GOALS

1515 Sherman Street, Room 600C  
Denver, Colorado 80202  
303-733-7521

OUTREACH OFFICE

Five Points Office

Denver, Colorado 80205  
303-866-3584

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Fair Housing Practices

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**COLORADO CIVIL RIGHTS DIVISION REGIONS AND OFFICES**

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Nancy Vignati, Senior Administrative Clerk Typist  
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Arlene Farmer, Senior Administrative Clerk  
Rosalba Basso, Senior Administrative Clerk  
Kelli Perry, Administrative Clerk

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Colorado Springs, Colorado 80906  
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Greeley Office  
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Greeley, Colorado 80631  
303 356-9221

Grand Junction Office  
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Grand Junction, Colorado 81501  
303 248-7329

Pueblo Office  
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Pueblo, CO 81003  
303 545-3520, 303 545-3650

Nancy Snow, Housing Compliance Specialist  
Ann Sutton Branscombe, Housing Compliance Specialist  
Carolyna Smiley-Marquez, Ph.D., Civil Rights Training Specialist  
Werb Bolden, Civil Rights Training Specialist  
Belores Conde, Fair Housing Grant Activities Manager

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**CCRD STAFF MEMBERS**

COMPLIANCE STAFF

**ADMINISTRATIVE STAFF**

Dorothy J. Porter, Ph.D., Director  
Doris Sumnicht, Senior Secretary  
Nathaniel Bohannon, Administrative Officer  
Betsy Vigil, Senior Administrative Clerk  
Elaine Lee, Public Information Specialist

**CLERICAL STAFF**

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Pamela Bussow, Senior Administrative Clerk  
Patti Perez, Administrative Clerk  
Celeste McAfee, Administrative Clerk  
Jim Sharp, Administrative Clerk  
Mary Loomis, Administrative Clerk  
Kris Vandeberg, Administrative Clerk

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Bea Sutton Branscombe, Housing Compliance Specialist  
Carolyna Smiley-Marquez, Ph.D., Civil Rights Training Specialist  
Herb Bolden, Civil Rights Training Specialist  
Dolores Conde, Fair Housing Grant Activities Manager

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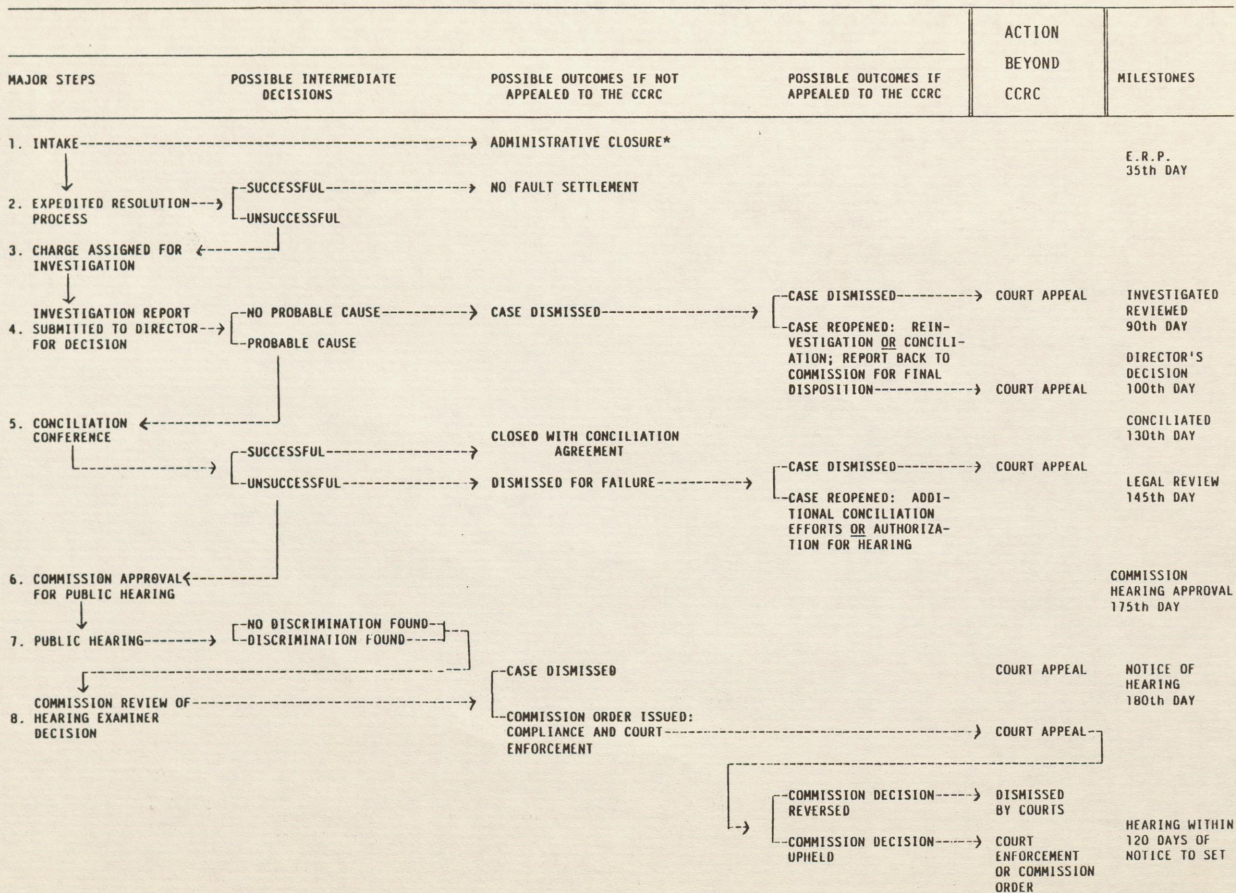
## COMPLIANCE STAFF

Jack Lang y Marquez, Director of Compliance  
Damani Camara, Civil Rights Specialist  
Manuel Gonzales, Civil Rights Specialist  
Helen Johnson-Wilburn, Civil Rights Specialist  
Brian Kellogg, Civil Rights Specialist  
Alfred Medina, Civil Rights Specialist  
Norbert Montano, Civil Rights Specialist  
Kathy Pickard, Civil Rights Specialist  
John Sandoval, Civil Rights Specialist  
Faye Thompson, Ed.D., Civil Rights Specialist  
Christina Valencia, Civil Rights Specialist  
Theresa Wise, Civil Rights Specialist

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Mary Lou Kelly, Secretary, Grand Junction  
Edward Gibbs, Investigator/Manager, Greeley  
Nancy Sharify, Senior Secretary, Greeley  
Otis Plantz-Russell, Investigator/Manager, Colorado Springs  
Jamie Lee Barnhill, Senior Secretary, Colorado Springs  
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