



ANNUAL REPORT

FY 2019-2020

117 W. Duval Street, Suite 350 | Jacksonville, FL 32202 |

| Phone: 904.255.5397 | TTY: 904.630.4125 | Fax: 904.255.5385 | www.coj.net/jhrc



MESSAGE FROM THE COMMISSION'S CHAIR

We are pleased to submit the Annual Report of the Jacksonville Human Rights Commission ("JHRC" or "Commission") for Fiscal Year (FY) 2019-2020.

This report, in summary form, highlights the important work and activities of the JHRC over the past year. The tumultuous events of 2020 shall forever be codified into our history. The coronavirus pandemic, police officer-involved deaths of black citizens, social unrest, political divisiveness, hate crimes against Asian and Jewish Americans, and other events highlighted the inequities, disparities, and injustices many people still experience.

2020 was a year marked with numerous challenges and sobering revelations about our need to work harder for togetherness and inclusiveness. These events also provided platforms through which communities came together to bring about positive changes and to demand the fair and equitable treatment of all people. Therefore, we remain committed to our mission -- *to ensure that all citizens of the City of Jacksonville have an equal opportunity to enjoy the privileges and benefits of a community free of discriminatory practices.*

The Commission faced additional challenges during FY 2020 due to the COVID-19 lockdown. Nonetheless, we are grateful for JHRC's staff, who professionally and diligently investigate and resolve the many complaints of discrimination we receive in the areas of employment, housing, and public accommodations. Our goal is to provide quality investigative services and facilitate a non-judicial resolution of discrimination complaints whenever possible. However, since prevention of discriminatory practices is central to our mission, we remain committed to delivering effective, professional, and technical training to employers and housing providers and educating our citizens through community outreach activities.

We will continue our efforts to improve race relations and eliminate unlawful discrimination in our City through public forums, study circles, and other respectful discussions on human and civil rights issues. We will also continue to look for ways to partner with other City and community leaders and law enforcement on initiatives to make our community a safer and more welcoming place for everyone.

Our role as human rights leaders is a responsibility we take seriously. While there has been progress, there is much more that still needs to be done to make Jacksonville *a city where harmony, unity and equality abound.* We will continue to look for creative solutions and approaches to achieve that objective.

On behalf of all the Commissioners, we are honored to serve this community.

Mark E. Rowley, Chair
Jacksonville Human Rights Commission



THE HISTORY & MISSION

The Jacksonville Human Rights Commission (“JHRC” or “Commission”) was established in June 1998 under Chapter 60 of the Jacksonville Municipal Code. The JHRC is the successor organization to the Jacksonville Community Relations Commission and the Jacksonville Equal Opportunity Commission.

The Community Relations Commission was initially established by Ordinance GG-16 on August 8, 1967 by the former City of Jacksonville and reestablished under Chapter 60 by the Consolidated City of Jacksonville in 1968. The Community Relations Commission was established as a permanent organization within government to study the problems of human relations and to take positive action to eliminate discriminatory practices within the territorial boundaries of the City of Jacksonville.

In 1978, the Equal Opportunity Commission was established by Chapter 86 and was granted the enforcement authority for local anti-discrimination laws governing employment and housing.

The merger of these two commissions occurred to streamline the administrative support associated with staffing two organizations and to create a strong organization.

Since its inception, the JHRC has worked diligently to ensure that all residents of the Jacksonville community are treated fairly. To that end, JHRC’s members are expected to use their collective knowledge of the needs and concerns of the community to fulfill JHRC’s mission, which is to:

- *Promote and encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital or familial status.*
- *Promote mutual understanding and respect among members of all economic, social, racial, religious, and ethnic groups; and*
- *Eliminate discrimination against, and antagonism between, religious, racial, and ethnic groups and their members.*



THE COMMISSION

The Commission is an eleven-member appointed body who are representative of the various social, economic, religious, cultural, ethnic, and racial groups that comprise the City of Jacksonville. The members are appointed by the Mayor and confirmed by the City Council and may serve two 3-year terms.

COMMISSIONERS

Roster of members who served from October 1, 2019 through September 30, 2020

Mark Rowley, *Chair*
Thomas Lupoli, *Vice Chair*¹
Peret Pass, *Secretary*

William “Casey” Bulgin²
Sel Buyuksarac
Ada Hammond
Joann Manning

Kyle Meenan
Gary Oliveras
Don Peters
Vasavi Yeleli

¹Served until May 7, 2020

²Served until January 31, 2020



COMMISSION MEETINGS

During Fiscal Year (FY) 2020, the full Commission held 10 meetings on the second Tuesday of each month except during April and May due to COVID-19.

October 8, 2019

Guest speaker Steve Zona, the President of the FOP (Fraternal Order of Police), the local police union, spoke about the FOP honoring Charles Scriven, an African American police officer who was denied membership in the FOP in the 1960's because he is black; the Commission discussed reinstating committee of the whole meetings and recommending that the Administration increase the number of Commissioners from 11 to 13; also discussed reinstating study circles and the work of "The Friends of Study Circles" volunteer group, increasing JHRC's presence through marketing and a social media page, and planning for the upcoming Lunch & Learn and the Fair Housing Symposium.

November 12, 2019

Guest speaker Dawn Lockhart from the Mayor's Office discussed the importance of the 2020 Census and the City's campaign to increase the community's participation in the census to avoid the City losing millions in federal and state funding; the Commission also discussed the law regarding Emotional Support Animals (ESAs), the results of the October 2019 Lunch & Learn, and planning for the 2020 Fair Housing Symposium.

December 10, 2019

The Commission discussed that the Mayor's Office and the City's Ethics Office approved JHRC having a Facebook page; OGC Attorney Sonya Hoener explained legal considerations related to Commissioners' participation in social media; the Commissioners also discussed possible educational events and study circles for 2020, and JHRC issuing a survey to find out the topics people would be interested in discussing in study circles.

January 14, 2020

The Commissioners voted for the following 2020 officers: Chair - Commissioner Mark Rowley, Vice Chair - Commissioner Thomas Lupoli, and Secretary - Commissioner Peret Pass; the Commission discussed inviting Councilman Michael Boylan, Cindy Watson or Dan Merkan from JASMYN, and Sheriff Mike Williams to speak to the



Commission; OGC Attorney Sonya Hoener explained the Sunshine laws that will govern Commissioners' postings on JHRC's Facebook page, after which the Commissioners unanimously voted for a JHRC Facebook page; they also discussed issuing a study circles survey, community outreach thru OneJax, and inviting a representative of NAMI (National Alliance on Mental Health) to speak to the Commission.

February 11, 2020

Guest speaker Sheriff Mike Williams discussed the current state of law enforcement in Jacksonville, the Cure Violence program and other anti-crime initiatives, and the results of a UNF survey which found that 58% of Black respondents believe they will be targeted by the police; Sheriff Williams also discussed JSO's efforts to increase transparency with regard to body camera footage, but the primary purpose of the footage is to gather facts and evidence, not for public viewing.

March 10, 2020

The Commission discussed the results of JHRC's survey which showed that the study circle format is the most popular type of meeting/forum and possibly scheduling study circles for the summer; they also discussed topics for future Lunch & Learn events, final preparations for the Fair Housing Symposium next month, recent state legislation mandating that an anti-Semitism curriculum be taught in Florida schools and requiring businesses to undergo human trafficking training, and passage of Amendment 4 giving ex-offenders the right to vote.

April 2020

NO MEETING

May 2020

NO MEETING

June 9, 2020

The Commission discussed racial protests and social unrest after the deaths of George Floyd and Ahmaud Arbery, the Project Breakthrough Recommendations OneJax and JHRC compiled in 2008 to redress long-standing racial inequities in Jacksonville, and what JHRC could do to address the current situation and help the community find solutions; the Commissioners voted to collect local law enforcement data to facilitate a community conversation



regarding racism and policing in Jacksonville; the Commissioners also discussed the NAACP's letter to Sheriff Mike Williams and calls from the community for the State Attorney's Office (SAO) to speed up the timeline to release body camera footage; they also discussed an appellate court's ruling that the 2017 HRO was unenforceable on procedural grounds, cancellation of the May 2020 Lunch & Learn due to the pandemic, and that the topic for the next Lunch & Learn in October will be the First Amendment and employees' free speech rights in an election year.

July 14, 2020

Guest speaker Chief Keith Powers, Director of the Jacksonville Fire & Rescue Department (JFRD), spoke to the Commission about JFRD's efforts to make JFRD look more like the community it serves by changing the interview process; JFRD also started a privately-funded scholarship program, an apprentice program targeting the residents in 10 specific zip codes, and recruiting high school athletes, male and female, because they are physically fit and team oriented.

August 11, 2020

Guest speaker Mark Schlakman, Senior Program Director at the FSU (Florida State University) Center for Advancement of Human Rights, an expert on the Florida death penalty and former offenders' civil rights, spoke to the Commission about passage of a Florida statute that requires former offenders to complete their sentences before their civil rights may be restored, whether inmates in detention have access to voting in person or through absentee ballots, and coordinating with JHRC in the future on civil rights/human rights issues.

September 8, 2020

Commissioners discussed plans for a community forum on racism and policing next month and JSO's response to JHRC's public records request for data on police shootings; discussed plans for the October Lunch and Learn on employee free speech and First Amendment rights in an election year; also discussed that, as a substitute for the 2020 Fair Housing Symposium which was cancelled due to COVID-19, JHRC is conducting a comprehensive media campaign utilizing radio and print advertising and social media to promote fair housing awareness; discussed plans to reinstitute study circles and the results of JHRC's survey asking whether people preferred to attend in-person or virtual study circles.

EMPLOYMENT COMMITTEE HIGHLIGHTS

- ◆ Organized one (1) *Brown Bag “Lunch & Learn”* event for local employers and Human Resources (HR) professionals. The Lunch & Learn, entitled *“First Amendment: Freedom of Speech and Anti-Discrimination Laws,”* was held on October 22, 2020. The moderator was Commissioner Ada Hammond, and the featured panelists were:
 - Mary Margaret Giannini, Assistant General Counsel, City of Jacksonville;
 - Megan Richardson, VP of Consulting, Dynamic Corporate Solutions, Inc.;
 - Tad Delegal, Employment Attorney, Delegal & Poindexter P.A.; and
 - Jerry Holland, Duval County Property Appraiser.
- ◆ A survey of attendees showed that they benefitted from the program:

Summary of Results

- 39% attendance rate (127 registered and 50 of those attended).
- Over half of the attendees completed a survey (27 out of 50) .
- Over 90% of attendees who completed the survey agreed panelists were polite, professional, and knowledgeable.
- Comments revealed that learning the “private vs. public” distinctions were most beneficial.
- Topics on Discrimination against women appeared most frequently in the *“Topics you would like discussed at future sessions”* remarks.

EMPLOYMENT COMMITTEE DUTIES

- ◆ Monitors local equal employment ordinances to ensure compliance with federal and state regulatory or legislative changes and recommends legislative changes to the Mayor and City Council, as needed.
- ◆ Conducts research and make recommendations on employment-related trends, as appropriate.
- ◆ Implements proactive strategies to eliminate or reduce employment discrimination (*i.e., the “Brown Bag Lunch & Learn”*) through community education and outreach activities.

A FREE VIRTUAL EVENT PRESENTED BY THE  JACKSONVILLE
HUMAN RIGHTS
COMMISSION



LUNCH & LEARN

THURSDAY | OCTOBER 22, 2020 | 12:00 - 1:30 PM

FIRST AMENDMENT: FREEDOM OF SPEECH AND ANTI-DISCRIMINATION LAWS

You're invited to spend your lunch break with JHRC as we learn about balancing competing rights – how to protect rights to free speech and expression while also protecting the right of employees to work in an environment free from discrimination and retaliation.

REGISTER NOW

After registering, you will receive a confirmation email containing information about joining the meeting.

PANELISTS

- Mary Margaret Giannini – Assistant General Counsel, City of Jacksonville
- Megan Richardson – VP of Consulting, Dynamic Corporate Solutions, Inc. (DCSI)
- Tad Delegal – Employment Attorney, Delegal & Poindexter P.A.
- Jerry Holland – Duval County Property Appraiser

MODERATOR

- Commissioner Sel Buyuksarac

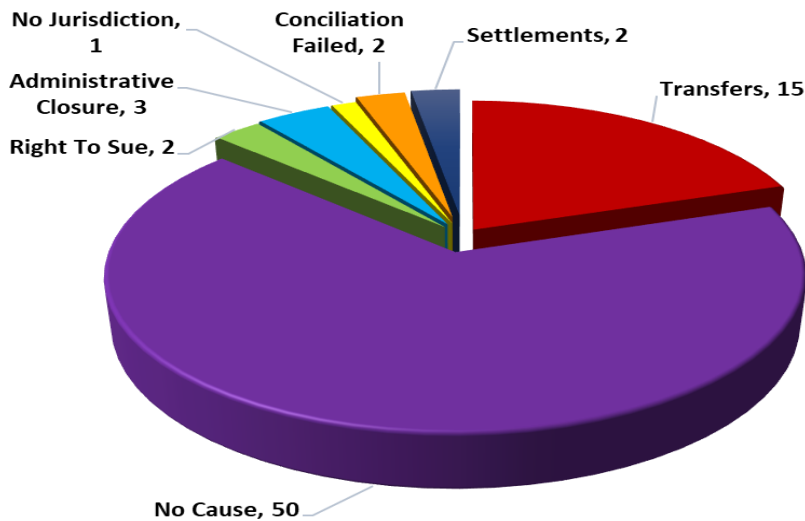
Accommodations for persons with disabilities are available upon request.

Please contact Disabled Services at VM 255-5466, TTY 255-5475, or email your request to KaraT@coj.net.

EMPLOYMENT INVESTIGATIONS & ENFORCEMENT

In FY 2020, JHRC's office was closed for 2 ½ months due to COVID-19, during which time it was not accepting new complaints of employment discrimination and referred inquiries to the EEOC. Despite the closure, during FY 2020 JHRC processed 98 inquiries and investigations alleging employment discrimination by local businesses with 15 or more employees and settled 2 employment cases through mediation or conciliation.

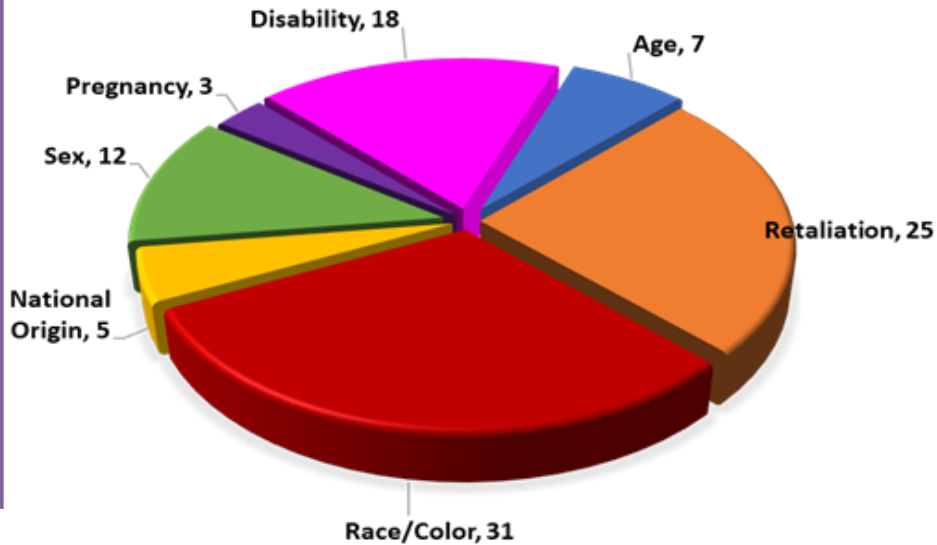
Closures by Type



Charging Parties whose cases were resolved through mediation or a negotiated settlement received \$50,000 in monetary benefits.

Basis for Filing a Charge

A Charge may allege more than one basis, i.e., race and disability, or age, sex, and disability.





HOUSING & PUBLIC ACCOMMODATIONS COMMITTEE HIGHLIGHTS

- ◆ The Commission made plans to hold a Fair Housing Symposium in April 2020 during Fair Housing Month. The theme for the symposium, “Fair Housing: Safe, Accessible and Free of Harassment,” would emphasize that every person has the right to enjoy safe, accessible housing free from any type of harassment or discrimination. Due to the pandemic, the symposium had to be cancelled.
- ◆ As a substitute, JHRC conducted a comprehensive media campaign targeting low-to-moderate income households using radio and print advertising and social media to promote fair housing awareness. The campaign reached approximately one million people in the Jacksonville area.
- ◆ The Commission met as a Committee of the whole to discuss recent amendments to the City’s fair housing and public accommodations ordinances, which brought those ordinances in line with federal and state housing and public accommodation laws on service animals and emotional support animals (ESAs).
- ◆ To assist housing providers and businesses, JHRC has placed information regarding the laws applicable to service animals and ESAs on its Facebook page.
- ◆ **Public Accommodations:** there were no new inquiries during FY 2020. JHRC closed one (1) complaint based on race in 2020.

HOUSING & PUBLIC ACCOMMODATIONS COMMITTEE DUTIES

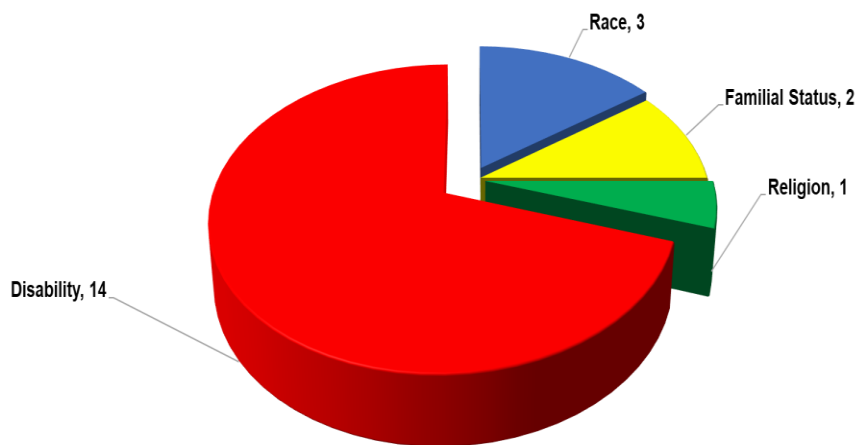
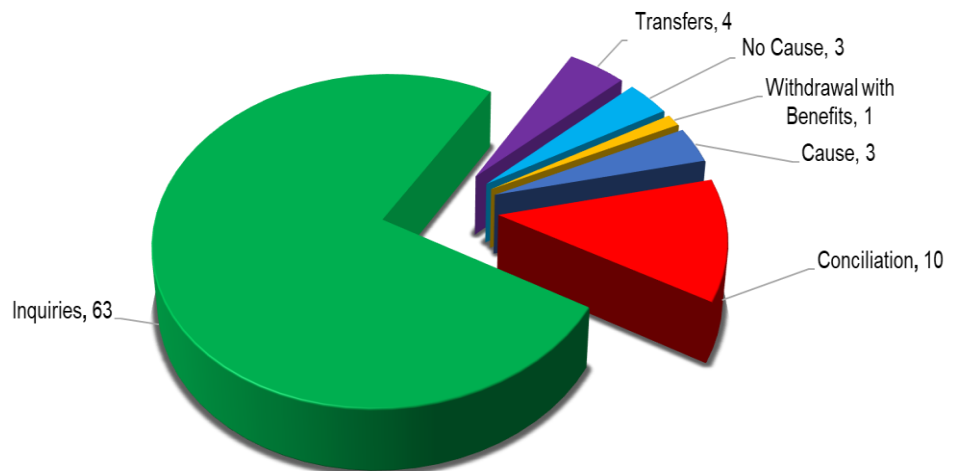
- ◆ Monitors local housing and public accommodations ordinances to ensure compliance with state and federal regulatory and legislative changes and recommends changes to local ordinances, as needed.
- ◆ Conducts research and makes recommendations on housing-related trends, as appropriate.
- ◆ Serves as the official panel to review “probable cause” findings for Public Accommodations complaints.
- ◆ Implements proactive strategies to eliminate or reduce discriminatory practices in housing and places of public accommodations through community education and outreach activities sponsored by JHRC.

HOUSING INVESTIGATIONS & ENFORCEMENT

In FY 2020, JHRC's office was closed for 2 ½ months due to COVID-19, during which time JHRC was not accepting new complaints of housing discrimination and referred inquiries to HUD. Despite the closure, in FY 2020 the JHRC processed 82 housing inquiries and investigations.

Complainants received \$50,756 in monetary benefits. Non-monetary benefits included assigned accessible handicapped parking spaces, assistance animals, and modifications to dwellings. Public interest benefits included policy changes, training, appropriate signage, etc.

Closures By Type



A Complainant may allege more than one basis of discrimination, i.e., sex and disability.

In FY20, one Complaint alleging both disability and race was counted under both bases.

Basis for Filing a Complaint



EDUCATION & COMMUNITY OUTREACH

Due to the COVID-19 lockdown, in FY20 the Commission's staff had to significantly curtail its in-person education, training and outreach activities. After the lockdown lifted, the Commission began conducting most of its training, education, and outreach activities virtually.

As listed below, in FY 2020 the Commission's staff conducted training or participated in 24 education and outreach activities, reaching over 860 residents. Two of the trainings were held virtually. In addition, as a substitute for in-person outreach, the Commission conducted a full marketing and advertising campaign through print, radio, and social media. The Commission reached over one million residents in the Jacksonville area through print, electronic, and social media advertising.

- ◆ Fair Housing Training / Dana Scholl (October 8, 2019)
- ◆ Fair Housing Training / Esplanade Condo Association (October 13, 2019)
- ◆ Fair Housing Training / Caroline Arms Apartments (October 15, 2019)
- ◆ Fair Housing Training / St. Johns Properties (October 15, 2019)
- ◆ Brown Bag Luncheon "Bullying and Harassment" (October 17, 2019)
- ◆ Fair Housing Training / The Retreat at St. Johns (October 23, 2019)
- ◆ Spirit of the ADA event at the Jacksonville Zoo (October 27, 2019)
- ◆ Community Health Fair (November 9, 2019)
- ◆ Global Jax delegation from Poland (November 12, 2019)
- ◆ Global Jax delegation from Belarus (November 18, 2019)
- ◆ Fair Housing Training / JHRC Tenant on Tenant Harassment (December 6, 2019)
- ◆ Fair Housing Training / Mandarin Apartments (December 10, 2019)
- ◆ Fair Housing Training / Clearview Town Homes (December 12, 2019)
- ◆ Fair Housing Training / Floridian Property Management (December 17, 2019)
- ◆ Fair Housing Training / Villages of Bartram Springs HOA (January 8, 2020)
- ◆ Fair Housing Training / Pinebreeze Mobile Home Park (January 14, 2020)
- ◆ Fair Housing Training / S2 JAX 1, LLC (January 29, 2020)
- ◆ Fair Housing Training / Desert Winds (Envolve Communities) (January 30, 2020)
- ◆ Fair Housing Training / Esplanade Condo Association (Staff) (February 24, 2020)
- ◆ Fair Housing Training / Mandarin Apartments (February 27, 2020)
- ◆ Fair Housing Training / Esplanade Condominium Assoc. Board Members (March 9, 2020)
- ◆ Fair Housing Training / Northwest Jacksonville CDC (September 29, 2020) (virtual)
- ◆ Fair Housing Training / First Coast Apartments Association (September 30, 2020) (virtual)

COMMUNITY RELATIONS COMMITTEE (CRC) HIGHLIGHTS

COMMUNITY RELATIONS COMMITTEE DUTIES

- ◆ Implements initiatives that encourage inclusion and promote mutual understanding and respect among all economic, social, racial, religious, and ethnic groups (*i.e., Study Circles Initiative*).
 - ◆ Serves as the official panel to review complaints of discrimination and/or as a community mediator to resolve intergroup tensions and antagonisms, as appropriate.
 - ◆ Conducts research and makes recommendations on potential issues of concerns which adversely impact the broader community.
 - ◆ Develops approaches to respond to episodic events that may create tensions in the community across racial, ethnic, and religious groups.
- ◆ Due to racial protests and civil unrest in Jacksonville after the death of George Floyd and other Black citizens, the CRC held a community forum on racism and policing on October 28, 2020, which was well received by the community and reported on by the media.
 - ◆ Implemented plans to revitalize study circles to address sensitive issues of community concern, particularly regarding racial inequities.
 - ◆ Continued to monitor community concerns through attendance at City Council meetings and other community forums.
 - ◆ Continued to monitor crime reduction initiatives by JSO and the efforts of the State Attorney's Office to increase transparency regarding body camera footage.
 - ◆ Maintained open communications with law enforcement agencies, including the FBI-Jacksonville Office, Florida Department of Law Enforcement (FDLE), JSO, and the State Attorney's Office regarding racial protests, civil unrest, and other hot button issues.
 - ◆ Maintained participation in the Civil Rights Working Group – Florida sponsored by the U.S. Attorney General's Office for the Middle District of Florida.



PLEASE JOIN US

FOR A VIRTUAL COMMUNITY FORUM ON

RACISM & POLICING

Sponsored by the Jacksonville Human Rights Commission

Wednesday
October 28, 2020
4:00 to 6:00 PM

Many in our community have been concerned about recent civil unrest and protests concerning racism and policing in Jacksonville. Please join the Jacksonville Human Rights Commission for a community forum with City and community leaders to discuss the problems, real or perceived, that led to the protests and potential remedies to improve community-police relations, develop local solutions, and promote mutual understanding.

REGISTER
AND SUBMIT QUESTIONS

MODERATOR

Angela Spears
President, Angela Spears
Communication, LLC



PARTICIPANTS

Director Mike Bruno
Department of Patrol & Enforcement
Jacksonville Sheriff's Office

Octavius A. Holliday, Jr., Esq.
Assistant State Attorney
Director of the Human Rights Division
Office of the State Attorney for
the Fourth Judicial District

Leslie Scott Jean-Bart, Esq.
Terrell Hogan Yegelwel, P.A.

Bishop Rudolph McKissick, Jr.
Senior Pastor
The Bethel Church

Tyant Franklin
Student, Majoring in Criminal Justice
Savannah State University

After registering, you will receive a confirmation email containing information about joining the meeting.

Accommodations for persons with disabilities are available upon request.
Please contact Disabled Services at VM 255-5466, TTY 255-5475, or email your request to KaraT@coj.net



Participants and moderator (clockwise from top left): JSO Director Mike Bruno; Assistant State Attorney Octavius Holliday, Jr.; Bishop Rudolph McKissick, Jr.; Tyant Franklin, Student; Angela Spears (moderator); and Leslie Scott Jean-Bart, Esq.



Since 1990, GlobalJax has been providing North Florida professionals personal opportunities for engagement with established and emerging world leaders. The results are lifelong connections that literally span the globe, making our world safer and more understanding, and lifelong skills that improve our ability to do business internationally. As part of its work, GlobalJax hosts delegations of emerging world leaders through the U.S. State Department’s International Visitor Leadership Program (IVLP).



IVLP is the U.S. Department of State’s Bureau of Educational and Cultural Affairs’ premier professional exchange program. Through short-term visits to the United States, current and emerging foreign leaders in a variety of fields experience this country firsthand and cultivate lasting relationships with their American counterparts. Professional meetings reflect the participants’ professional interests and support the foreign policy goals of the United States.

Due to COVID-19 and the effect it had on international travel, JHRC has not met with GlobalJax delegates since November 2019. The Commission looks forward to resuming these visits in the future when the risk from the pandemic has abated.

OFFICE OF EQUAL OPPORTUNITY/EQUAL ACCESS

INVESTIGATIVE, CONSULTATIVE & ENFORCEMENT WORK

The Equal Opportunity/Equal Access (EO/EA) Office promotes and enforces equal opportunity and access to, and advancement within, the City's workforce.

The EO/EA staff provides professional and confidential investigative and consulting services to *job applicants and the City's employees and management.*

The EO/EA staff monitors the City's staffing patterns, focusing on efforts to create a work environment free of unfair employment practices, and ensures compliance with local, state, and federal equal employment laws.

In addition, the EO/EA staff submits and manages the City's Equal Employment Opportunity Plan (EEOP) and other compliance reports.

- ◆ The EO/EA Office responded to 47 complaints and/or requests for management consultations³, of which 11 resulted in recommendations for process improvement, counseling, discipline and/or training.

Complaints/Consults



- ◆ The EO/EA Office conducted an analysis of the City's workforce and identified positions where underutilization exists.
- ◆ At the request of the Jacksonville Public Library, the EO/EA Office provided salary differentials by age, gender, and race/ethnicity.
- ◆ The EO/EA Office prepared and submitted the mandated EEOP (JSO) for approval by the Department of Justice (DOJ).
- ◆ The EO/EA Office conducted a quarterly workforce data review for JEA and the Jacksonville Port Authority (JAXPORT).

³**Investigations** – EO/EA investigated the complaint; **Management Consults** - EO/EA provided counseling and recommendations in response to management concerns; **Employee Consults** – employees presented concerns, but EO/EA did not have jurisdiction or the employee did not wish to file a complaint.

OFFICE OF EQUAL OPPORTUNITY/EQUAL ACCESS

TRAINING & EDUCATION WORK

Due to the COVID-19 mandatory lockdown, the EO/EA office was closed for 79 days (2 ½ months). The EO/EA office conducted 11 Equal Employment Opportunity (EEO)/Diversity training classes prior to the lockdown. After returning to work in June 2020, the EO/EA office converted their training operations from the physical classroom setting to a virtual setting and completed another 17 training classes for a total of 28 EEO training classes for FY20. The EO/EA office reached 748 City employees, supervisors, and managers. Training sessions included New Employee Orientation and a combined total of 21 sessions for the Jacksonville Public Library, JFRD, Risk Management, Disabled Services, and Parks, Recreation & Community Services.

As shown by the comments from post-training surveys listed below, this type of training continues to serve an important role in the City's efforts to create a diverse, inclusive and non-discriminatory work environment:

Question: What was most beneficial about the training?

Answers:

- ✓ "Reviewing and sharing scenarios, and the 'What Would You Do?' aspect."
- ✓ "Getting to have discussions about the topic, not just a lecture."
- ✓ "Having the knowledge of identifying sexual harassment and knowing what policies are in place with the City."



LEGISLATIVE AUTHORITY

The Commission has the authority to enforce the following ordinance codes:

- ◆ **Chapter 400 – Equal Opportunity:** The ordinance ensures that City employees are employed, compensated, promoted, transferred, and disciplined without regard to race, color, religion, political affiliation, gender, sexual orientation, gender identity, national origin, disability, age, marital status, or any circumstances other than merit and qualification.
- ◆ **Chapter 402 - Equal Employment:** The ordinance ensures the right to equal employment opportunity and fair treatment by employers without discrimination based on race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, or marital status.
- ◆ **Chapter 406 – Public Accommodations:** The ordinance ensures access to public places where goods and services are sold within the City without discrimination based on race, color, religion, ancestry, national origin, age, sex, sexual orientation, gender identity, pregnancy, disability, marital status, or familial status.
- ◆ **Chapter 408 - Fair Housing:** The ordinance ensures that residents have access to and the use of housing without discrimination based on race, color, religion, national origin, sex, sexual orientation, gender identity, disability, familial status, or marital status.



The Commission also has investigative responsibilities and duties under Chapter 126 – Procurement Code, Part 4. Non-discrimination Policy.



In FY 2018, the Commission was assigned the responsibility to coordinate the City's compliance with *Title VI of the Civil Rights Act of 1964* and to implement a complaint process. Title VI prohibits discrimination in federally-assisted programs and services and requires City departments/agencies to assist those with Limited English Proficiency (LEP). In FY 2020, the Commission continued its Title VI compliance duties. In FY 2020, the Commission received one Title VI inquiry and no complaints.



INTER-GOVERNMENTAL AGREEMENTS

◆ THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION [“EEOC”]



The Jacksonville Human Rights Commission, under its statutory mandates, is certified as a Fair Employment Practices Agency (“FEPA”) under Section 706 of Title VII of the Civil Rights Act of 1964, as amended (“Title VII”). As a FEPA, charges of employment discrimination alleging a violation of Title VII, Title I of the Americans with Disabilities Act of 1990, the Pregnancy Discrimination Act, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, and the Genetic Information Nondiscrimination Act of 2006 are dual filed with both JHRC and the EEOC’s Miami District Office. Charges may be transferred between the JHRC and the EEOC within mutually agreed upon guidelines.

◆ U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT [“HUD”]



The JHRC is a substantially equivalent agency under HUD’s Fair Housing Assistance Program (“FHAP”) which is administered by HUD’s Office of Fair Housing and Equal Opportunity (“FHEO”). Designation as a FHAP agency allows the Commission to dual-file complaints of housing discrimination with HUD under both our local housing ordinance and Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Amendments Act of 1988. Complaints may be transferred between the JHRC and HUD within mutually agreed upon guidelines.



PUBLIC & PRIVATE PARTNERSHIPS

The Commission enlisted the support of, and worked with, civic, labor, religious, professional, and educational organizations and institutions and cooperated with other governmental agencies on the local, state, and national level to further its goals and objectives.

During this fiscal year, the JHRC worked with or collaborated with the following organizations:

- ◆ City of Jacksonville
 - Disabled Services Division
 - Employee Services Department
 - Housing & Community Development
 - Jacksonville Fire & Rescue Department
 - Military Affairs & Veterans Department
 - Municipal Code Compliance Division
 - Office of General Counsel
- ◆ FBI Jacksonville Office
- ◆ Florida Association of Community Relations Professionals
- ◆ Florida Commission on Human Relations
- ◆ Jacksonville Area Legal Aid (JALA)
- ◆ Jacksonville Housing Authority
- ◆ Jacksonville Sheriff's Office
- ◆ Jacksonville Urban League
- ◆ OneJax Institute
- ◆ U.S. Attorney General's Office – Middle District of Florida
 - Civil Rights Working Group Florida
- ◆ U.S. Department of Justice/Community Relations Service



THE COMMISSION'S STAFF

(as of January 1, 2021)

Executive Director

Wendy Byndloss

Executive Assistant

Karen Nuland

Equal Opportunity Specialists

Employment

Ronnie Brown

Sharonda Scott

Afvrill Thompson

Contract Investigator

Linda Grant-Hunter

Housing & Public Accommodations⁴

Esther Clarke-Moore

Joelle Purvis

Office of Equal Opportunity/Equal Access

Xaviera Woodside

Equal Opportunity Manager

Janine Obando

Equal Opportunity Access Specialist

⁴Non-General Fund Employees