



**“LIFE'S MOST
PERSISTENT
AND URGENT
QUESTION IS:
WHAT ARE YOU
DOING FOR
OTHERS?”**

Dr. Martin Luther King, Jr.

**INDIANA CIVIL RIGHTS COMMISSION
2021 ANNUAL REPORT
WWW.IN.GOV/ICRC**

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MISSION

The Indiana Civil Rights Commission enforces the Indiana civil rights laws and provides education and services to the public in an effort to ensure equal opportunity for all Hoosiers and visitors to the State of Indiana.

VISION

The Indiana Civil Rights Commission will be an important societal influence working to eliminate illegal discrimination in Indiana.



VALUES

We value resolving cases and responding to inquiries in a time frame that provides the people we serve with meaningful results.

We value actions that are fair, consistent, and unbiased.

We value knowledgeable employees to best serve the public's interest.

We value and respect the dignity of each individual and the differences among all people.

We value the ability to treat others the way they want to be treated.

We believe that by embracing these values we will provide the highest quality service to the public.

ABOUT THE COMMISSION

The Commission is a seven-member body that is the ultimate authority and final decision maker for the Indiana Civil Rights Commission. Meeting monthly, the Commission hears appeals of no cause findings, reviews consent agreements, hears appeals of Administrative Law Judge's ("ALJ") Initial Decisions, and makes determinations on all pre-cause motions. The entire Commission may take action on its own, or the Commission may appoint an ALJ to assist with the Commission's adjudicatory duties. Each Commissioner may serve as an ALJ as needed.

ICRC COMMISSIONERS



Adrienne Slash
Chair



Steven Ramos
Vice Chair



Holli Harrington
Commissioner



Alpha Blackburn
Commissioner



James Jackson
Commissioner



Terry Tolliver
Commissioner

AGENCY HISTORY

Indiana's first Constitution, written in 1816, stated: "WE declare, That all men are born equally free and independent and have certain natural, inherent, and unalienable rights; among which are the enjoying and defending life and liberty, and of acquiring, possessing, and protecting property, and pursuing and obtaining happiness and safety."

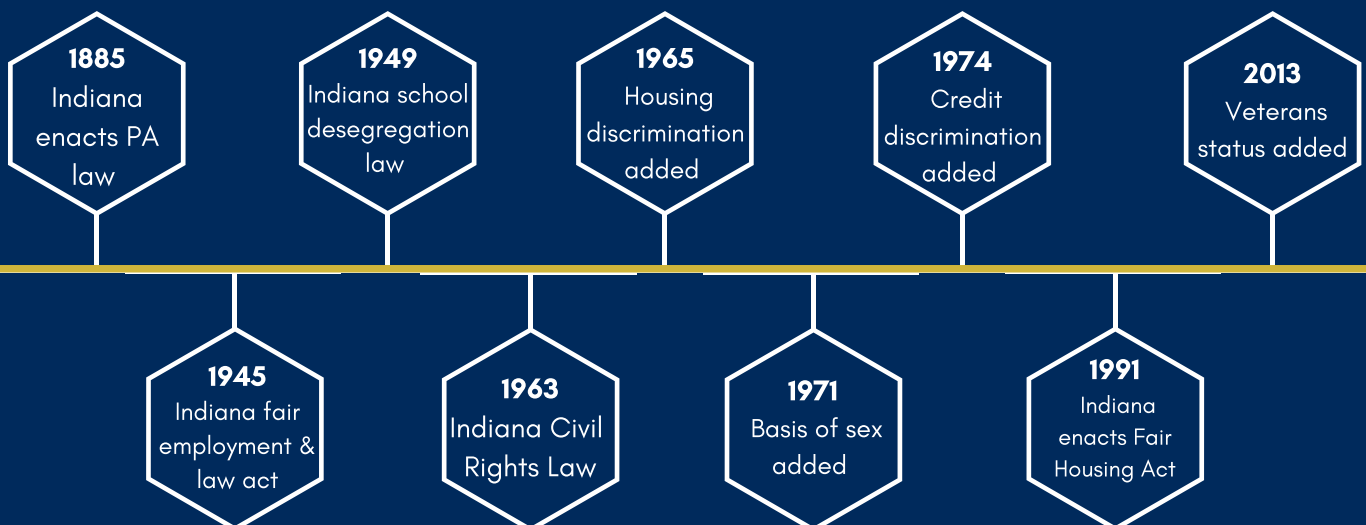
Indiana enacted a public accommodations law in 1885 that stated all persons are "entitled to the full and equal enjoyments of the accommodations, advantages, facilities, and privileges of inns, restaurants, eating houses, barber shops, public conveyances on land and water, theaters, and all other places of public accommodations and amusement, subject only to the conditions and limitations established by law and applicable alike to all citizens."

In 1945, the Indiana General Assembly created a Fair Employment and Labor Act that empowered the Division of Labor to: "remov[e] discrimination with respect to employment because of race, creed, color, national origin, or ancestry."

In 1949, Indiana passed the Indiana School Desegregation Law that "prohibits racial or creed segregation, separation, or discrimination in public schools. . ."

In 1961, Indiana passed the Fair Employment Practices Act, creating the Fair Employment Practices Commission that had power to "receive and initiate and investigate the charges of discriminatory practices." As the agency was created to encourage employers to hire minority employees, it initially lacked enforcement authority. However, in 1963, the agency was renamed the Indiana Civil Rights Commission ("ICRC"), and it gained enforcement powers in the areas of employment, education, and public accommodation.

In 1965, the Indiana Civil Rights Law was amended to prohibit discrimination in housing, both rental and sale, on the basis of race—preceding the federal Fair Housing Act (Title VIII of the Civil Rights Act of 1968) by three years. The Civil Rights Law was amended several times in the following years including in 1971 when discrimination on the basis of sex was made unlawful. In 1974, the General Assembly added protections in the provision of credit on the basis of race, religion, color, sex, national origin, or ancestry and also granted the Commission authority to appoint an ALJ to preside over administrative hearings. The following year, ICRC was granted enforcement powers to address discrimination on the basis of disability, fifteen years prior to enactment of the Americans with Disabilities Act. In 1991, the General Assembly promulgated the Indiana Fair Housing Act, an act substantially equivalent to Title VIII which is enforced by the United States Department of Housing & Urban Development ("HUD"). The following year, the Assembly passed the "Hoosiers with Disabilities Act," a law providing substantially equivalent protection to federal law in the area of employment of people with disabilities. In 2013, limited circumstances applied to Veterans were added.



LETTER FROM THE GOVERNOR



Greetings,

As we reflect on 2021, our administration has been able to make significant accomplishments serving the people of Indiana. Under the leadership of Executive Director Greg Wilson, the agency has proven to be an asset for Hoosiers by making great strides toward its mission of eradicating discrimination and providing valuable education and resources on a daily basis for the citizens of Indiana.

Our Next Level Agenda has five pillars, including developing a 21st Century skilled and ready workforce, attacking the drug epidemic, and delivering great government service to the people of Indiana. With these objectives, it's important to have agencies such as ICRC to ensure Indiana civil rights law is being enforced and supported.

I commend ICRC and the accomplishments listed in this report that emphasize building relationships, celebrating important historical milestones, and furthering our reach statewide. By implementing more streamlined processes and working to spread awareness and offer resources, the Indiana Civil Rights Commission is one of many state agencies leading the way.

Sincerely,

A handwritten signature in black ink that reads "Eric J. Holcomb".

Governor Eric J. Holcomb

LETTER FROM THE EXECUTIVE DIRECTOR



Dear Friends,

As the ICRC Executive Director, I am pleased to acknowledge this report and the work of the Commission members. This agency holds as its highest priority the commitment to continuous improvement in order to provide the highest quality customer service to the people of Indiana with optimal efficiency. The implementation of streamlined processes and the addition of new talent have helped us keep that commitment and exceed our benchmark goals.

ICRC's 2021 Annual Report acknowledges our agency's accomplishments and reflects our collaborative spirit in working with state and federal agencies, service providers, and community, faith-based, and not-for-profit organizations to provide better awareness, education, and protection under Indiana Civil Rights Laws.

As the agency moves forward re-establishing our commitment to serving the State of Indiana, ICRC is focused on a famous quote by Dr. Martin Luther King, Jr., "Life's most persistent and urgent question is, what are you doing for others?" A constant reminder that a spirit of volunteerism is necessary to a successful life and society. ICRC is inspired to work in our communities to serve all Hoosiers to bring us closer to Dr. King's vision of a nation comprised of citizens championing equality and peace. So, ask yourself in 2022, "what are you doing for others?"

Our enforcement, education, and outreach efforts work in unison to build community relationships and provide resources. We adapted our public outreach efforts to reach the hundreds of Hoosiers who each year are victim to discrimination in the areas of employment, housing, public accommodations, credit, and education. I continue to be proud of the accomplishments and adjustments of the ICRC staff, commissioners, and partners, and look forward to increasing our impact and advancing our mission.

Sincerely,

A handwritten signature in black ink that reads "Gregory L. Wilson Sr." in a cursive script.

Gregory L. Wilson, Sr.

AGENCY FUNCTIONS

OFFICE OF THE EXECUTIVE DIRECTOR

The Executive Director is appointed by the Governor to serve as Secretary of the Commission and Chief Administrative Officer of the agency (see IC 22-9-1-8 & 9). The Director is responsible for the administration of the Indiana Civil Rights Law and Fair Housing Act and the overall plans and priorities of the agency. The Director is the Appointing Authority of the agency and is, therefore, responsible for all staffing and budgetary decisions. The Director may sign off on Notices of Finding following the investigation of complaints and may initiate a complaint "in order to vindicate the policy of the state" (see 910 IAC 1-5-6(b)). If reasonable cause is found to believe a Respondent has violated the Indiana Fair Housing Act, the Director must issue a notice of such finding and charge.

CHIEF FINANCIAL OFFICER

The Chief Financial Officer ("CFO") establishes and monitors the agency's budget, maintains the financial accounts, manages contracts with federal agencies and other entities, coordinates payments to vendors, assists in payroll management, and manages the office equipment and supplies. The CFO is also responsible for occasional grant writing and for ensuring compliance/fulfillment of grants and other contractual obligations.

OFFICE OF THE DEPUTY DIRECTOR

The Deputy Director acts as Director of Operations and Chief Legal Counsel, and is responsible for the case processing operations of the agency from intake to litigation. The Deputy Director manages the interactions between the Intake, Alternate Dispute Resolution ("ADR"), Investigation, and Legal divisions, and directly supervises the Division Directors and staff attorneys. The Deputy is also involved in various public outreach and education activities.

EXTERNAL AFFAIRS

The External Affairs ("EA") Division carries out all external relations functions of the agency. The EA Division develops and implements the agency's advertising efforts, maintains the agency website and online presence, responds to media inquiries, coordinates training seminars conducted by the agency staff, and fosters relationships with state and local government agencies, non-profit organizations, employers, housing providers, and other constituents. The EA Division ensures the public is aware of the rights and responsibilities described in Indiana Civil Rights Law and Fair Housing Act and is further aware of the functions of the ICRC in promoting equality and enforcing the law. ICRC also houses and provides support to the state's five cultural commissions: the Indiana Commission on the Social Status of Black Males, Indiana Commission for Women, Indiana Commission on Hispanic/Latino Affairs, Indiana Native American Indian Affairs Commission, and the Dr. Martin Luther King, Jr. Indiana Holiday Commission. The cultural commissions exist to provide education, resources, and initiatives for Indiana's diverse communities.

AGENCY FUNCTIONS

INTAKE

The Intake Division serves two functions. First, the division is the “first responder,” receiving initial inquiries from the public regarding possible complaints of discrimination. This involves interviewing possible Complainants to determine if the individual has stated a claim within the purview of the Indiana Civil Rights Law or Fair Housing Act. If not, the individual is referred to the appropriate government agency, non-profit organization, or other resource. If such a claim can be made, Intake staff assist the individual in drafting and formalizing a complaint. The other Intake function involves the docketing of complaints (including data entry into appropriate databases), the creation of complaint files, the handling of correspondence, the issuance of notices, and the execution of other administrative duties necessary to the efficient processing of complaints through the agency.

INVESTIGATIONS

The Investigations Division is divided into two sections—Employment and REPACE (Real Estate, Public Accommodations, Credit, and Education). Each section carries similar investigative functions but focuses on particular areas of enforcement. The Employment section investigates complaints involving allegations of workplace discrimination, while REPACE investigates all other complaints filed with the agency. Investigators identify the issues presented in a complaint and the relevant information to be collected in order to establish whether a violation of the Indiana Civil Rights Law or Fair Housing Act may have occurred. The Investigators are neutral fact-finders who conduct interviews of the parties and any witnesses, request documents, make on-site observations if necessary, and accurately compile the evidence in a Notice of Finding for consideration of the Executive or Deputy Director.

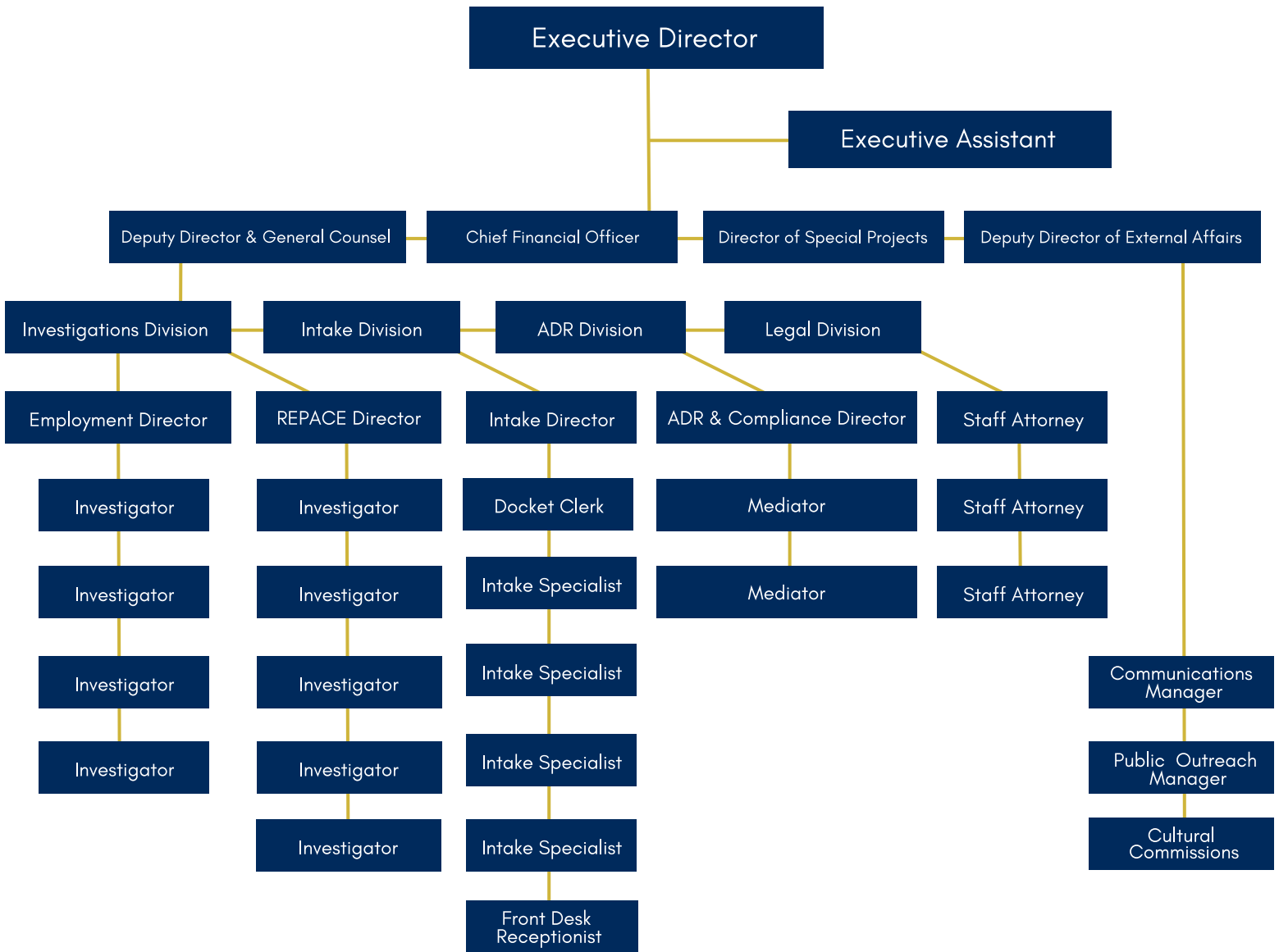
LEGAL

The Legal Division effectuates and enforces Indiana’s Civil Rights Law and Fair Housing Act. After a complaint has been investigated and if the Director finds there is cause, attorneys in the ICRC’s Legal Division litigate the complaint. These cases are routinely heard by an ALJ, but they may also be heard in a local circuit or superior court. In either forum, the General Counsel and ICRC staff attorneys advocate on behalf of the public interest to provide relief to the Complainant, achieve the state’s public policy objectives, and prevent future discrimination through mandatory training, public postings of citizens’ rights, and other affirmative relief. In this way, the Legal Division serves a critical role in working to achieve Indiana’s stated public policy to provide all citizens and visitors to Indiana with equal opportunity for education, employment, access to public accommodations, credit, and housing.

ALTERNATIVE DISPUTE RESOLUTION

The ADR Division is responsible for attempting and facilitating the voluntary resolution of complaints. The mediators are trained in appropriate ADR techniques and serve as neutral, third-party settlement facilitators. If both parties are interested in ADR, the mediator arranges either in-person or telephonic settlement conferences. The mediator facilitates the settlement discussions and, if a voluntary settlement is reached, assists in drafting the settlement agreement. The ADR Division coordinates efforts with the Investigations and Legal Divisions to facilitate settlement discussions throughout the investigation process and into litigation.

ICRC ORGANIZATIONAL CHART



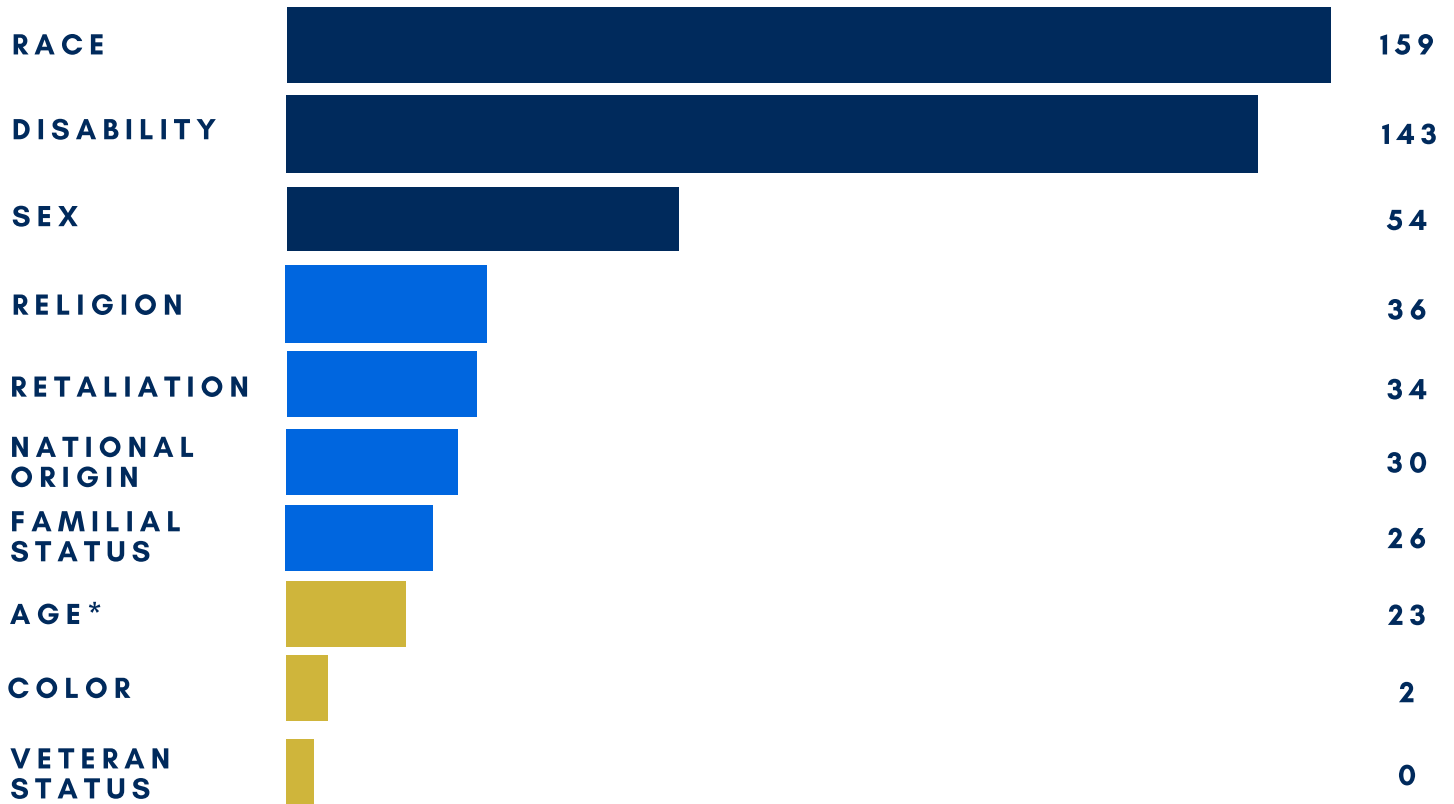
SCAN THE QR CODE TO VISIT
OUR STAFF DIRECTORY TODAY!

YOUR RIGHTS, OUR MISSION.

AGENCY BY THE NUMBERS

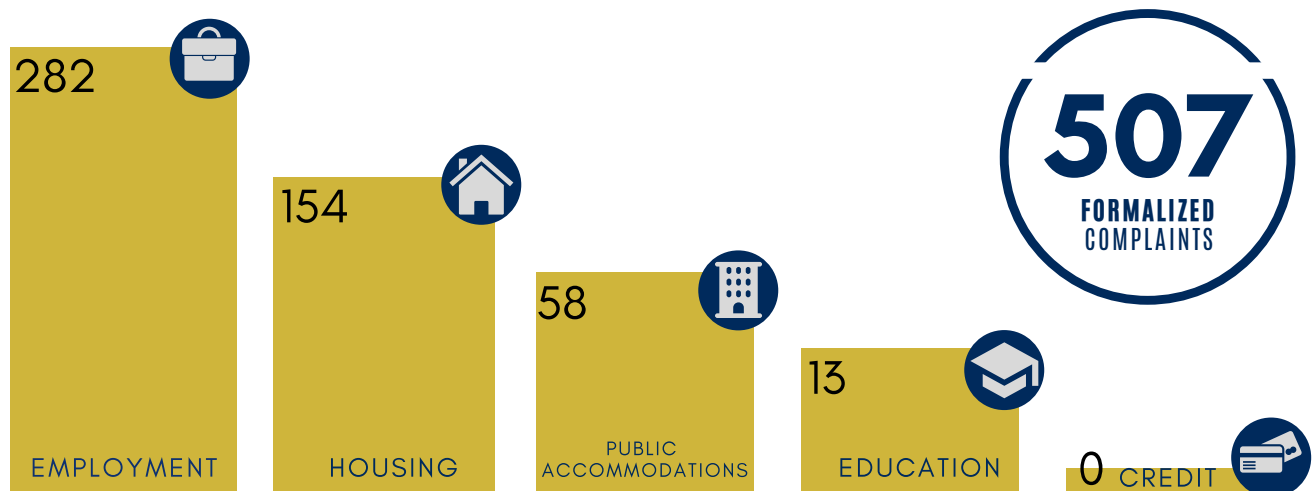
HIGHLIGHTS

Leading the agency's recent accomplishments was the revamping of the ADR Division as well as the implementation of a new case management system. This advancement created a more streamlined and detailed intake process which, in hand, helped with establishing a significant community impact in Indiana. In 2021, ICRC received **5,411** calls, **2,365** of which were inquiries, and **507** of those inquiries became formalized complaints.



*Investigated by the IN Department of Labor or the U.S. Equal Employment Opportunity Commission ("EEOC")

COMPLAINTS FORMALIZED BY ENFORCEMENT AREA IN 2021

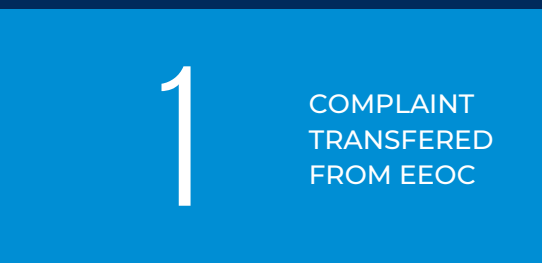


AGENCY BY THE NUMBERS



\$560,489

**TOTAL AMOUNT AWARDED THROUGH
ALTERNATIVE DISPUTE RESOLUTION**



ENFORCEMENT DIVISION

INTAKE DIVISION

The Intake Division serves as a gatekeeper for ICRC. When an individual feels they have been subjected to discrimination, they may contact ICRC to file a complaint. All services are free of charge and complaints may be filed via the Civil Right's Portal, telephone, in person, mail, email, or fax. The Intake team is dedicated to answering and processing all inquiries. The Intake team answers questions, makes referrals, and drafts new complaints. Intake is also responsible for creating the investigation case file and entering data into ICRC's database systems. Intake ensures all case closure documents are submitted to ICRC's federal partners, the EEOC and HUD. In 2021, the team responded to **2,365** new inquiries and drafted **507** new complaints.



An individual calls, fills out an online complaint form, or visits our Indianapolis office.



An Intake Specialist assists with the filing of the complaint at no cost.



After the complaint is formalized, then it moves to the Investigations Division.



SCAN THE QR CODE TO VISIT OUR PORTAL TODAY!



Welcome to the Civil Rights Portal

Create Complaint

Contact Us



"Your Rights, Our Mission"

INVESTIGATIONS DIVISION

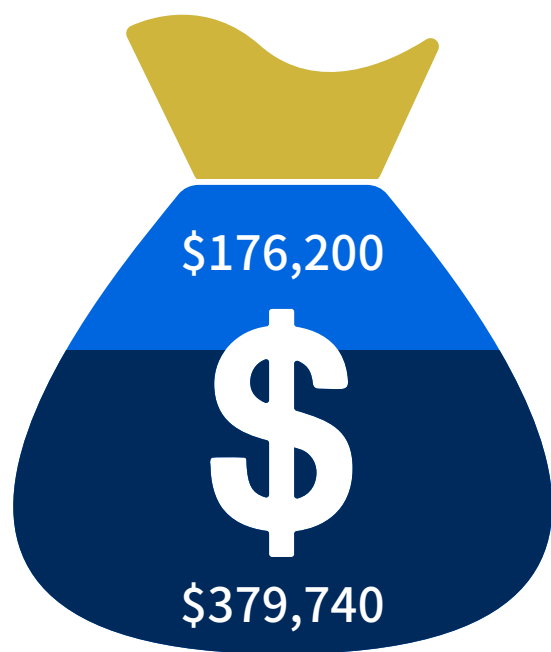
The Investigations Division is divided into two sections—Employment and REPACE (Real Estate, Public Accommodations, Credit, and Education). Each section carries on similar investigative functions while also focusing on particular areas of enforcement. The Employment section investigates only complaints in the area of employment, while REPACE investigates all other complaints filed with the agency. The Employment section is responsible for meeting the terms of the agency's partnership with the EEOC. REPACE is responsible for meeting the terms of the agency's partnership with HUD.

REPACE

The REPACE Investigation Division is responsible for investigating real estate, public accommodations, credit, and education discrimination complaints on the basis of Indiana's protected classes. ICRC has a memorandum of understanding ("MOU") with HUD to process complaints of housing discrimination related to the sale, lease, advertisement, and/or financing of residential property in the State of Indiana. This partnership allows federal and state agencies to coordinate investigations and avoid duplication of efforts.

In 2021, the REPACE Investigation Division exceeded its Fair Housing Assistance Program MOU with HUD by submitting **102** dual filed housing cases. This resulted in **\$379,740 in case processing funds**. Additionally, ICRC received **\$176,200 in supplemental case processing funds** from prior years totaling **\$555,940** in revenue received from HUD in 2021.

HUD CONTRACT ASSESSMENT



=

\$555.9K

RECEIVED FROM HUD

EMPLOYMENT

The Employment Investigation Division is responsible for investigating employment discrimination complaints on the basis of ancestry, color, disability, national origin, race, religion, sex, and veteran’s status. ICRC has a work share agreement with the EEOC to investigate claims of employment discrimination against entities subject to its laws. This partnership allows federal and state agencies to coordinate investigations and avoid duplication of efforts.

In 2021, the Employment Investigation Division met its work-share agreement with the EEOC by completing intake and investigative services, which resulted in **\$250,200** in revenue. Additionally, the division has remained abreast of changes pertaining to employment law, arising from COVID-19-related claims, by attending numerous virtual trainings. The division director took part in a National Business Institute all-day symposium pertaining to legal updates in employment law and remains focused on building collaborative relationships with other agencies and organizations.



EMPLOYMENT END OF YEAR STATS

	2019	2020	2021
Open Cases at End of Year	259	144	118
Cases Closed During Calendar Year	377	289	315

ALTERNATIVE DISPUTE RESOLUTION DIVISION

ICRC's ADR Division is offered as an alternative to assist parties in the voluntary resolution of unlawful discrimination complaints from the beginning of the complaint process. Mediation and/or conciliation remained the preferred alternative to full investigations or litigation for all enforcement areas and were available any time after a complaint was filed. In-person, video-conference, and telephonic mediations enabled Complainants and Respondents to resolve disputes within an abbreviated time frame, significantly decreasing the cost and length of time expended by both parties in resolving a complaint. Both parties to a complaint must be willing to resolve the dispute to initiate the mediation process, except for cases in litigation where formal mediation conferences are ordered by the ALJ. Whether a conciliation/settlement agreement is finalized prior to a probable or reasonable cause finding, or after a finding in the litigation process, once an agreement is fully executed, that agreement closes out the complaint with ICRC in a manner agreed to by the parties.

Due to the agency's mission to eradicate illegal discrimination within the State of Indiana, the ADR Division consciously collaborated with parties to include appropriate affirmative relief in agreements, including, but not limited to, staff training, policy changes, the appropriate posting of proper non-discrimination notices, and other activities which affirmatively furthered equal opportunity in the State of Indiana.

81% OF CONDUCTED
MEDIATIONS
REACHED AN
AGREEMENT

\$560K AMOUNT
AWARDED
THROUGH
ADR

In 2021, the ADR Division facilitated many settlements and conciliation conferences. The processes have become more streamlined with the new case management system. The ADR process follows ICRC and federal partner guidelines with a continued focus to negotiate affirmative relief on behalf of the public's interest.

The average dollar amount for financial awards increased in the year 2021, including a case that settled for \$75,000.00. The combined dollar average for settlements for 2021 was \$10,575.00; affirmative relief was included when appropriate. Successful mediation/conciliation conferences held by ICRC in 2021 resulted in agreements that awarded individuals alleging discrimination a total of \$560,489.10.

ALTERNATIVE DISPUTE RESOLUTION CONT.

Fair Housing Settlements Provide Affirmative Relief for the Betterment of the State

Many fair housing complaints were mediated through conciliation conferences conducted by ICRC's ADR Division for 2021, providing financial, equitable, and affirmative relief awards that resolved and closed out many complaints of unlawful discrimination in housing. As part of ICRC's mandate under the Indiana Fair Housing Act to provide affirmative relief in the public's interest for conciliations, many housing providers issued new policies, as well as training for their staff to prevent future discriminatory conduct. ICRC, in response to its federal partnership with HUD and the mandate to affirmatively further fair housing, engaged in a testing program in partnership with the Indiana Housing and Community Development Authority which resulted in the drafting of several Director-Initiated complaints. A number of those complaints were settled through conciliation conferences conducted by the ADR Division.

SETTLEMENTS OF INTEREST

Complainant v. GM Regional Development, Inc.:

Aggrieved Person alleged refusal to rent based on familial status. After conciliating in ADR, Respondent agreed to provide to Aggrieved Person a settlement of six thousand seven hundred fifty dollars (\$6,750.00). Respondent additionally agreed to affirmative relief in the public's interest of training for all Respondent's managerial staff in the Indiana Fair Housing Act, prominently and perpetually posting notices that Respondent is a fair housing provider, and Respondent drafting updated policies that accurately reflect the Indiana Fair Housing Act.

Complainant v. Maureen Eastgate and M & M Rental Property Management and Realty LLC:

Aggrieved Person filed a complaint against Respondent based on familial status. The Aggrieved Person alleged a refusal to rent, less favorable terms and conditions, and discriminatory statements. Respondent entered into a conciliation agreement providing a monetary settlement of three thousand dollars (\$3,000.00), an agreement to train staff on the Indiana Fair Housing Act, an agreement to update company policy to ensure they were following the Indiana Fair Housing Act, and to post all required Fair Housing Posters and signage perpetually and prominently at their places of business.

Complainant v. Varsity Property Management:

Aggrieved Person filed a complaint against Respondent based on familial status. The Aggrieved Person alleged Respondent refused to renew Aggrieved Person's lease due to the fact the Aggrieved Person was expecting a child while living in an apartment complex in a small Indiana college town where housing is scarce. After conciliation in the ADR division, Respondent agreed to pay Aggrieved Person five thousand dollars (\$5,000.00), and additionally agreed to provide affirmative relief in the public's interest of training for Respondent's management staff, prominent posting of the fair housing poster in all of its housing facilities, and submission of Respondent's updated housing policies properly reflecting the Indiana Fair Housing Act to the ICRC's ADR division.

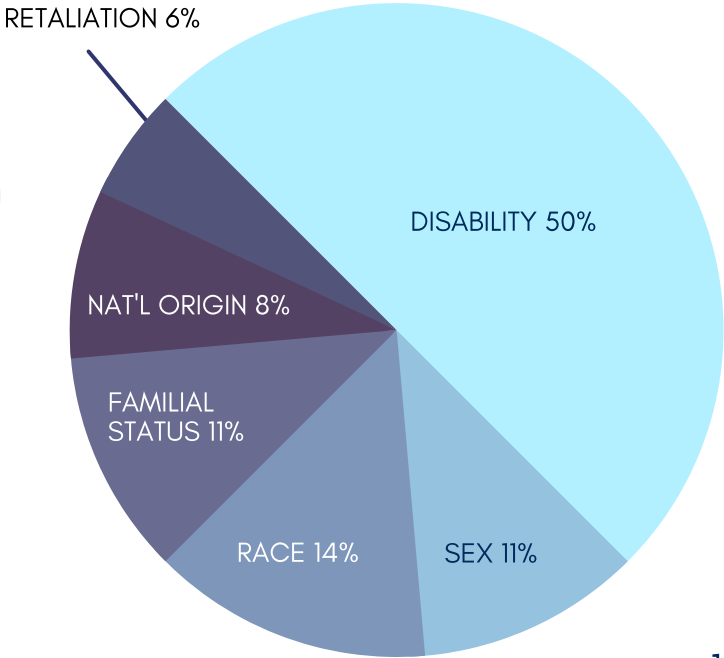
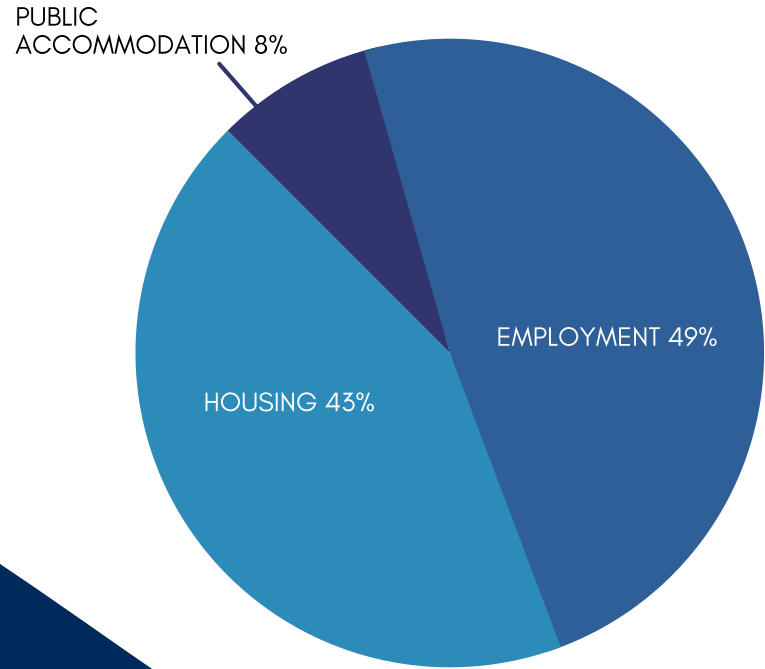
LEGAL DIVISION

ICRC’s Legal Division serves a critical role in effectuating Indiana’s public policy goal of providing every individual in the State of Indiana equal access to housing, education, employment, public accommodations, and credit. The Legal Division consists of a General Counsel, staff attorneys, and legal interns. The legal staff provides legal services throughout the complaint process to enforce the Indiana Civil Rights Law and the Indiana Fair Housing Act.

The Legal Division provides training and counsel to ICRC’s Intake Specialists and Investigators, who are responsible for processing complaints of unlawful discrimination filed with ICRC. If an investigation results in a cause finding, the case moves to the staff attorneys who present cases on behalf of *pro se* Complainants and prosecute cases initiated by the Executive Director. The Legal Division litigates cases in administrative proceedings before the Commission and circuit and superior courts across the State. Regardless of the forum, the ICRC’s General Counsel and staff attorneys advocate on behalf of the public interest to provide relief to those aggrieved by past instances of discrimination and to prevent future discrimination through injunctive and affirmative relief.

In addition to its day-to-day functions, the Legal Division performs advisory and educational duties, including providing training to the public and ensuring public records requests received by the agency are processed according to applicable Indiana state laws regarding agency transparency, privacy, and confidentiality. In 2021, the agency received 84 public records requests.

CASE STATISTICS



INDIANA CIVIL RIGHTS COMMISSION ACTIVITIES

The Commission is statutorily tasked with adjudicating claims of discrimination after a finding of cause has been made by the Executive or Deputy Director based on the evidence collected during the neutral investigation. Adjudication before the Commission is completed in two stages. First, the parties appear before the assigned Office of Administrative Law Proceedings ("OALP") ALJ, who manages motions practice, conducts the hearing, and issues an Initial Decision. Second, the Commission, who is the ultimate decision-maker for the agency, conducts a review of the ALJ's initial decision and determines whether to affirm, modify, dissolve, or remand it.

During 2021, **37** new cases were opened and **38** cases were closed. As of December 31, 2021, **27** cases remained open with OALP, and at least **9** cases had been moved to State or Federal Court by a notice of election or private lawsuit. Additionally, OALP conducted over 80 pre-hearing conferences and received over 100 motions in ICRC cases. At the close of the year, ICRC's docket was comprised of **11** employment cases, **12** housing cases, and **4** public accommodation cases. Approximately **37** final orders were entered by the Commission.



HEARINGS & ORAL ARGUMENTS HELD BY ASSIGNED ALJS

- 3** hearings on the merits
- 5** oral arguments on motions



FINAL DECISIONS BY THE COMMISSION

Lester v. Pharmakon Long Term Care Pharmacy (EMha16071334)

Complainant alleged Respondent discriminated against her by denying her a reasonable accommodation and subsequently terminating her employment. Respondent defaulted and the ALJ conducted a hearing and accepted Complainant's allegation as true. The finding the Complainant's accommodation request was reasonable was also accepted as true. The ALJ ultimately awarded the Complainant \$58,758.98 in lost wages. The ALJ also required Respondent to post nondiscrimination notices in conspicuous places on Respondent's property and training for managers.

Johnson v. Brook Knoll Village (EMra18040181)

Complainant alleged Respondent discriminated against him on the basis of sex. Specifically, Complainant alleged Respondent changed his work schedule, required him to pick extra assignments, and assigned him more duties because of his sex. Respondent argued there was no prima facie case of sex discrimination and Complainant was not meeting Respondent's legitimate expectations. The ALJ dismissed the matter on its merits by granting a Motion for Summary Judgment filed by Respondent.

Coy v. Phoenix Grading, Inc. (EMse16051200)

Complainant alleged Respondent discriminated against her on the basis of sex. Specifically, Complainant alleged Respondent sexually harassed her, and she was forced to resign. Respondent was in default and the ALJ conducted a hearing and accepted Complainant's allegation as true. The ALJ ultimately awarded Complainant \$22,250.98 in lost wages and also required Respondent to post nondiscrimination notices in conspicuous places on Respondent's property and training for managers.

Banks v. Taco Bell, Bell American Group, LLC. (PAra18050248)

Complainant alleged Respondent discriminated against her on the basis of her race. Specifically, Complainant alleged she was subjected to different terms and conditions, was harassed, and was also denied services because of her race. Respondent denied the allegation and any wrongdoing or liability on its part or on its employees' part; however, because of the uncertainties of litigation, both parties entered into a settlement agreement and Respondent agreed to pay \$8,000.00 to Complainant. The agreement was filed with the ALJ. The ALJ ultimately dismissed the complaint on the request from Complainant.

INTERNSHIP PROGRAM

The ICRC's Summer Internship Program provides hands-on experience and coveted enforcement insight related to the civil rights laws.

Students are introduced to the work of the ICRC under the guidance of a supervisor and work with professional staff, specifically with program directors, staff attorneys, and the General Counsel.

Our interns can elect to work under one or two areas if they choose to do so. Our areas include:

- *Cultural Commissions*
- *External Affairs*
- *Intake*
- *Investigations*
- *Legal*
- *Mediation*



FOR MORE INFORMATION ON ICRC'S SUMMER INTERNSHIP PROGRAM, VISIT THE QR CODE TODAY!

CIVIL RIGHTS GIRL SCOUTS PATCH PROGRAM

The Civil Rights Patch Program focuses on the basics of civil rights in Indiana and explores the history and future of civil rights movements and leaders. The patch program also introduces the agency to Hoosier youth and families and encourages the sharing of knowledge with their community. Activities throughout the program promote research and promotion of civil rights related information and history through a four-step process: Inquire, Curate, Relate, and Commit.

To learn more information about the Civil Rights Patch Program, visit our website at <https://www.in.gov/icrc/3151.htm>

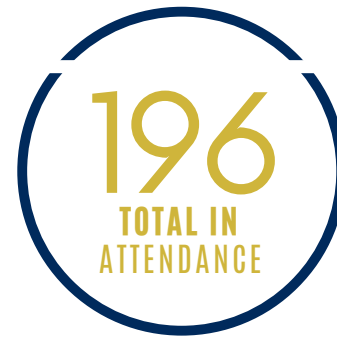


137

Girl Scouts completed the patch program in 2021.

2021 EVENTS

The first in-person event held in 2021 was the 50th Annual Indiana Governor's Reception in partnership with the Indiana Black Expo. The reception hosted one of ICRC's highest number of attendees while acknowledging the outstanding achievement of six African Americans who have worked tirelessly for the advancement of all Hoosiers. The event featured Governor Eric J. Holcomb, ICRC Executive Director Greg Wilson, and Indiana Black Expo CEO, Tanya McKinzie.



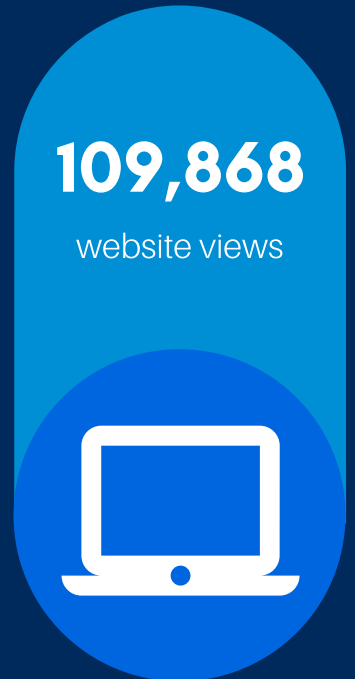
In November of 2021, in partnership with Jewish Community Relations Council, ICRC hosted the 23rd Annual Holocaust Remembrance Program of Indiana commemorating the anniversary of Kristallnacht, or "The Night of Broken Glass." The event was hosted at the Indiana Statehouse and presented awards to an organization, teacher, and school for their work in Holocaust education and awareness in Indiana. ICRC hosted a Hoosier Student Artistic Expressions Competition and chose two 8th grade students as winners, earning a display in the Indiana State Museum throughout November.



(left) Lily Thomas, 8th Grade
Artwork Title: "Broken Mirror"
(right) Addy Cooper, 8th Grade
Artwork Title: "Eye of the Broken Glass"

EXTERNAL AFFAIRS DIVISION

The EA Division develops and implements all external relations functions of the agency, including but not limited to, awareness campaigns, web and social media management, media and public relations, and the coordination of training seminars. To maintain community presence and accessibility, the EA staff works continuously to foster relationships with state and local agencies, non-profit organizations, employers, housing providers, and other constituents. In advancing this aim in 2021, the EA team implemented the use of paid social media advertisements. This allowed ICRC to spread awareness and education beyond our previous audience to reach more Hoosiers and make a more prominent digital footprint. These efforts led to a **4,762%** increase in overall reach across all social media platforms.



INDIANA COMMISSION ON THE SOCIAL STATUS OF BLACK MALES



The mission of the Indiana Commission on the Social Status of Black Males ("ICSSBM") is to study the social conditions and status of the state's Black male population.

ICSSBM is to develop strategies to remedy or assist in remedying serious adversities and make appropriate recommendations to improve the educational, social, economic, employment, health, and other material conditions and circumstances for Indiana Black males. ICSSBM may receive suggestions or comments pertinent to the issues ICSSBM studies from members of the general assembly, governmental agencies, public and private organizations, and private citizens.

INDIANA COMMISSION FOR WOMEN



The Indiana Commission for Women ("ICW") is a non-partisan state commission that exists to voice women's needs, concerns, and challenges as well as to celebrate their successes and contributions to Indiana. ICW is committed to the full participation of women in all aspects of society in order to make Indiana a better place to live, work, and raise a family.

ICW works to assess the current needs of and to improve the status of women and their families across the state through advocacy and by partnering with other governmental agencies and outside organizations to leverage the ability to make a positive impact on women's lives. ICW represents Indiana's commitment to improving the quality of life for women and their families.

INDIANA NATIVE AMERICAN INDIANA AFFAIRS COMMISSION



The Indiana Native American Indian Affairs Commission ("INAIAC") is created under the authority of P.L. 283-2003, passed by the Indiana General Assembly in 2003 and codified at IC 4-23-32. The purpose of the INAIAC is to study problems common to Native American Indian residents of Indiana in the areas of employment, education, civil rights, health, and housing. The INAIAC makes recommendations to appropriate federal, state, and local government agencies relevant to these areas of focus and develops its initiatives to address the challenges faced by Native American and Indigenous Hoosiers.

The INAIAC serves as the steward of the Indiana Native American License Plate Trust, and is committed to using its resources to enhance cultural awareness and implement data-driven programs and solutions to support the social, community, and economic development of Native American Indian individuals and communities throughout Indiana.

INDIANA COMMISSION ON HISPANIC/LATINO AFFAIRS



Mission

The Indiana Commission on Hispanic/Latino Affairs is a non-partisan state commission that works toward social, economic, and educational equity for ALL Hispanics and Latinos in Indiana.

Misión

La Comisión de Asuntos Hispanos y Latinos de Indiana es una comisión estatal independiente de política que trabaja para la equidad educativa, social, y económica para TODOS los hispanos y latinos en Indiana.



DR. MARTIN LUTHER KING, JR. HOLIDAY COMMISSION



The Dr. Martin Luther King, Jr. Holiday Commission's mission is to promote Dr. King's legacy of equality and equal justice and provide educational tools that demonstrate the historical significance and current relevance of Dr. King's life and how it relates to America as a whole. In 1996, the Indiana General Assembly passed legislation for a Dr. Martin Luther King, Jr. Indiana Holiday Commission. The law said the King Commission shall commemorate the birthday of Dr. Martin Luther King, Jr. with programs or activities that honor Dr. King's life and works and to reflect Dr. King's philosophy and dream of freedom, justice, and racial equality through nonviolent social change.





DR. MARTIN LUTHER KING, JR.

**WREATH
PLACING
CEREMONY**





HOLOCAUST REMEMBRANCE

PROGRAM

VOCABULARY

Alternative Dispute Resolution (ADR) – Various methods of settling complaints during or after the commencement of a full investigation and determination of cause. ADR can include mediation (a formal conference utilizing a neutral, third-party mediator), conciliation (less formal discussions of the parties' interests and willingness to resolve a complaint), or settlement discussions (the least formal form of ADR whereby the facilitator simply transmits offers and counter-offers between willing parties) and is a favored method for resolving complaints as parties can control outcomes and ICRC can preserve resources.

Comparator – A person who is “similarly-situated” to the Complainant but of another “protected class” (i.e., race, religion, sex). In cases of disparate treatment, a comparator is identified as evidence Respondent has treated persons of a different “class” more favorably than otherwise similarly-situated persons.

Complainant – A generic term used to describe the party alleging a discriminatory practice; “Complainant” means a person, including the Commission, who files a complaint.

Disability – “A physical or mental impairment that substantially limits at least one of the major life activities of the individual.” IC 22-9-5-6(a)(1). The term is defined more broadly under federal law and includes, but is not limited to including an impairment of a major bodily function (i.e., reproductive system, endocrine system).

Disparate Impact – A type of discrimination claim where an otherwise facially neutral policy has a disproportionately adverse effect on a particular protected class relative to individuals who are not members of that protected class.

Disparate Treatment – The most common type of discrimination claim. This type of claim involves one person (e.g., the Complainant) alleging they have been treated less favorably than a similarly-situated person of a different protected class.

Jurisdiction – Term used to describe the subject matter over which ICRC has legal authority. ICRC has legal authority to investigate complaints alleging discrimination on the basis of race, color, national origin, ancestry, sex, disability, religion, veteran status*, active duty in the military*, and familial status* in the areas of employment, real estate, public accommodations, credit, and education. ICRC may also accept complaints alleging retaliation for having previously filed a complaint of discrimination with ICRC. ICRC may only investigate complaints filed within 180 days of the alleged discriminatory act (one year for housing cases). (* in limited circumstances)

No Probable Cause – Under the Indiana Civil Rights Law, a legal determination made by the Executive or Deputy Director finding, based on the totality of the known circumstances, there is not a fair probability an unlawful discriminatory practice occurred. This is the opposite of a Probable Cause finding.

VOCABULARY

No Reasonable Cause – Under the Fair Housing Act, a legal determination made by the Executive or Deputy Director finding there is a lack of facts sufficient for a reasonable person to believe an unlawful discriminatory practice occurred. This is the opposite of Reasonable Cause finding.

Pretext – A false reason or motive given to hide the actual or real reason for an action.

Probable Cause – Under the Indiana Civil Rights Law, a legal determination made by the Executive or Deputy Director finding, based on the totality of the known circumstances, there is a fair probability an unlawful discriminatory practice occurred. See 910 IAC 1-1.5-14. If such facts are found, a full evidentiary hearing must be held before an ALJ or the Commission to determine whether the Civil Rights Law has been violated.

Protected Class or Protected Status – A class of people who benefit from protection by statute, such as the Indiana Civil Rights Law which prohibits discrimination on the basis of race, color, national origin, ancestry, religion, sex, veteran status*, active duty in the military*, disability, age (not enforced by ICRC) and familial status (with respect to housing claims under the Indiana Fair Housing Act). (* in limited circumstances)

Public Accommodation – An establishment that offers its goods or services to the general public.

Reasonable Accommodation – Changes necessary to afford a person equal opportunity in employment, housing, education, and public accommodation. The Indiana Civil Rights Law and Fair Housing Act require employers, housing providers, educational institutions, and public accommodations to allow reasonable flexibility in policies when necessary.

Reasonable Cause – Under the Fair Housing Act, a legal determination made by the Executive or Deputy Director finding, based on the totality of the known circumstances, facts exists sufficient for a reasonable person to believe an unlawful discriminatory practice occurred. See 910 IAC 2-6-6(a). If such facts are found, a full evidentiary hearing must be held before an ALJ or the Commission to determine whether the Fair Housing Act has been violated.

Reasonable Modification – A necessary change to the physical structure of a domicile that permits equal access to a person with a disability. Such reasonable changes are required by the FHA.

Respondent – Any person against whom a complaint has been filed.

Similarly-Situated – An individual who is in substantially the same position as Complainant for purposes of comparing treatment. In the context of employment, this would mean a coworker who performed substantially the same type of job or committed a similar infraction. Similarly, in the context of housing, this might be a person who has the same qualifications for rental as Complainant (i.e., same income, same rental history, applying for same size unit)



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