

HUMAN RIGHTS INVESTIGATOR
MONTHLY REPORT

Month/Year: December 2020

Case Summaries

| Case # | Type | Date Filed | Most Recent Disposition |
|---------------|---|-------------------|---|
| #190725 | Race discrimination in employment (discharge) | 07/25/2019 | Public hearing is set for January 8, 2021. Commissioners Nikki Garry and Byron Hansbro have accepted appointment as Hearing Officers. |
| #200928 | Race discrimination and retaliation in employment (discharge) | 9/28/2020 | <p>I found reasonable suspicion of a violation on October 6. Sent formal Charge and Interrogatories to the Respondent on October 8, with a response required within 30 days.</p> <p>On October 23, the Respondent requested an extension, and I granted an extension to November 20. On November 17, Respondent's outside attorney called and asked for another extension. We negotiated and I granted an extension to December 2 and said no further extensions would be granted.</p> <p>On December 7 I sent the attorney an email saying I had not received the response and would proceed with the evidence on hand. The next day I received the response.</p> <p>I am seeking guidance from the Commission whether to accept the response.</p> |
| #201120 | Sexual harassment | 12/20/2020 | I conducted the initial interview on November 23 and found reasonable suspicion of a violation. Sent formal Charge and Interrogatories to the Respondent on November 30, and they have 30 days from the date of receipt to submit their response. |

Submitted by: **Fred Spannaus, Human Rights Investigator**