

---

## Agency Summary

---

### RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

---

#### Agency Mission

To enforce state and federal anti-discrimination laws.

#### Agency Description

The Rhode Island Commission for Human Rights enforces Rhode Island anti-discrimination laws in the areas of employment, housing, public accommodations, credit, and delivery of services. The employment and public accommodation statutes prohibit discrimination based on race, color, sex, religion, age, sexual orientation and gender identity/expression, disability and ancestral origin. The housing and credit statutes, in addition to prohibiting discrimination on the aforementioned bases, also prohibit discrimination based on marital status, familial status, and military status. The housing statute additionally prohibits discrimination on the basis of status as a victim of domestic abuse, housing status and association with members of a protected class. The delivery of services statute prohibits discrimination on the basis of disability.

The employment law also prohibits employers from inquiring before a first interview, either via an employment application or otherwise, whether an applicant has been convicted of a crime; certain enumerated exceptions apply. The Commission's major program activities include outreach and education, intake, investigation, conciliation and administrative hearings. Staff members perform outreach and education activities voluntarily and frequently, after normal working hours. Intake involves the receipt and evaluation of inquiries. If the allegations present a prima facie case of discrimination, a formal charge of discrimination is prepared and forwarded to the respondent. Investigators conduct an impartial analysis of evidence obtained from both parties, compare all elements of the case and attempt to negotiate a resolution. Where resolution is not achieved, investigators make a recommendation on the merits of the charge to a Preliminary Investigating Commissioner ("PIC"). The PIC makes a formal ruling as to whether there is "Probable Cause" or "No Probable Cause" in respect to the allegations of the charge. A No Probable Cause ruling terminates proceedings at the Commission. Upon a "Probable Cause" ruling, the commission attempts to conciliate the matter. The parties have the opportunity to elect that the matter be heard in Superior Court. Where conciliation is unsuccessful, and the parties have elected to proceed at the Commission, an administrative hearing is conducted. At the administrative hearing, evidence is admitted and sworn testimony is heard before a Commissioner; a court stenographer also is present. The Commission renders a formal decision and order following an administrative hearing.

#### Statutory History

The Commission was created and empowered in 1949 by Title 28, Chapter 5 of the General Laws of Rhode Island (the Fair Employment Practices Act). The Commission has been given statutory responsibility to enforce the following laws: RIGL 28-5-1 et seq.; RIGL 34-37-1 et seq. (Fair Housing Practices Act); RIGL 11-24-1 et seq. (Hotels and Public Places); RIGL 23-6.3-11 and 23-6.3-12 (Prevention and Suppression of Contagious Diseases - HIV/AIDS); RIGL 42-87-1 et seq. (Civil Rights of People with Disabilities); and RIGL 40-9.1-1 et seq. (Equal Rights of Blind and Deaf Persons to Public Facilities). In addition to state laws, the Commission assists the federal government in enforcing the following federal laws: Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act and the Fair Housing Act (Title VIII of the Civil Rights act of 1968), as amended.

# Budget

## RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
<b>Expenditures by Program</b>					
Central Management	1,557,321	1,683,010	1,833,011	1,803,028	1,917,005
<b>Total Expenditures</b>	<b>1,557,321</b>	<b>1,683,010</b>	<b>1,833,011</b>	<b>1,803,028</b>	<b>1,917,005</b>
<b>Expenditures by Object</b>					
Salary And Benefits	1,271,212	1,383,622	1,491,775	1,470,947	1,583,586
Contract Professional Services	35,392	13,999	8,475	9,000	9,850
Operating Supplies And Expenses	250,717	285,389	332,761	323,081	323,569
<b>Subtotal: Operating</b>	<b>1,557,321</b>	<b>1,683,010</b>	<b>1,833,011</b>	<b>1,803,028</b>	<b>1,917,005</b>
<b>Total Expenditures</b>	<b>1,557,321</b>	<b>1,683,010</b>	<b>1,833,011</b>	<b>1,803,028</b>	<b>1,917,005</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	1,247,603	1,273,387	1,335,441	1,335,441	1,353,591
Federal Funds	309,718	409,623	497,570	467,587	563,414
<b>Total Expenditures</b>	<b>1,557,321</b>	<b>1,683,010</b>	<b>1,833,011</b>	<b>1,803,028</b>	<b>1,917,005</b>
<b>FTE Authorization</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>

## Performance Measures

### RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

#### Cases Processed

The figures below represent the number of cases achieving a final disposition (e.g., settlement, No Probable Cause ruling, administrative closure, Decision & Order), as well as cases in which a ruling of Probable Cause has been rendered. Although Probable Cause rulings do not constitute closures, they are recorded in order to present an accurate record of casework completed by staff and Commissioners. A higher number indicates greater case production. The data is from internal agency case-tracking records. [Notes: FY 2019 targets have been updated. Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: State Fiscal Year</i>				
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Target</b>	434.00	407.00	407.00	421.00	421.00
<b>Actual</b>	434.00	412.00	461.00	0.00	

#### Outreach Activities

The figures below represent the number of outreach activities conducted by agency staff in compliance with the statutory mandate of R.I.G.L. § 28-5-14. A higher number indicates greater compliance with the statute. The data is from internal agency outreach tracking records. [Note: FY 2019 targets have been updated. Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: State Fiscal Year</i>				
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Target</b>	46.00	38.00	44.00	49.00	49.00
<b>Actual</b>	46.00	51.00	55.00	0.00	

#### Average Case Age at Closure

This performance measure assesses the average age, in days, of a case at final disposition. A lower number reflects the more expeditious processing of cases. The data is from internal agency case-tracking records. [Note: Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: State Fiscal Year</i>				
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Target</b>	331.00	365.00	365.00	365.00	365.00
<b>Actual</b>	331.00	315.00	305.00	0.00	

# Personnel

## Agency: RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

### Central Management

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
ADMINISTRATIVE AIDE (COMMISSION FOR HUMAN RIGHTS)	00313A	2.0	87,859	2.0	93,555
CHIEF CLERK	0E018A	1.0	59,573	1.0	63,713
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	00325A	1.0	66,049	1.0	66,049
EXECUTIVE SECRETARY - HUMAN RIGHTS	00840A	1.0	117,345	1.0	127,176
HUD PROJECT DIRECTOR	00326A	1.0	70,372	1.0	70,372
INVESTIGATOR (HUMAN RIGHTS)	00319A	2.0	74,731	2.0	93,455
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	00322A	4.5	240,832	4.5	257,289
STAFF ATTORNEY III	00832A	1.0	77,499	1.0	84,124
STAFF ATTORNEY IV	00834A	1.0	102,574	1.0	108,588
<b>Subtotal Unclassified</b>		<b>14.5</b>	<b>896,834</b>	<b>14.5</b>	<b>964,321</b>
<b>Subtotal</b>		<b>14.5</b>	<b>896,834</b>	<b>14.5</b>	<b>964,321</b>
Turnover			(23,446)		(23,446)
<b>Total Salaries</b>			<b>873,388</b>		<b>940,875</b>
<b>Benefits</b>					
FICA			66,817		71,974
Health Benefits			196,522		207,677
Payroll Accrual			5,047		5,453
Retiree Health			52,227		62,569
Retirement			238,001		257,397
<b>Subtotal</b>			<b>558,614</b>		<b>605,070</b>
<b>Total Salaries and Benefits</b>		<b>14.5</b>	<b>1,432,002</b>	<b>14.5</b>	<b>1,545,945</b>
<b>Cost Per FTE Position</b>			<b>98,759</b>		<b>106,617</b>
Statewide Benefit Assessment			38,945		37,641
<b>Payroll Costs</b>		<b>14.5</b>	<b>1,470,947</b>	<b>14.5</b>	<b>1,583,586</b>
<b>Purchased Services</b>					
Clerical and Temporary Services			4,200		4,550
Legal Services			400		500
Other Contracts			3,150		3,425
Training and Educational Services			1,250		1,375
<b>Subtotal</b>			<b>9,000</b>		<b>9,850</b>
<b>Total Personnel</b>		<b>14.5</b>	<b>1,479,947</b>	<b>14.5</b>	<b>1,593,436</b>

---

## Personnel

---

Agency: RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

---

### Central Management

---

	FY 2019		FY 2020	
	FTE	Cost	FTE	Cost
<b>Distribution by Source of Funds</b>				
General Revenue		1,158,859		1,265,894
Federal Funds		321,088		327,542
<b>Total All Funds</b>		<b>1,479,947</b>		<b>1,593,436</b>

---