
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 R.I. General Laws § 28-5 (the Fair Employment Practices Act). The Commission has been given statutory responsibility to enforce the following laws: RIGL § 28-5-1 et seq.; § 34-37-1 et seq. (Fair Housing Practices Act); § 11-24-1 et seq. (Hotels and Public Places); § 23-6.3-11 and § 23-6.3-12 (Prevention and Suppression of Contagious Diseases - HIV/AIDS); § 42-87-1 et seq. (Civil Rights of People with Disabilities); and § 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

	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Expenditures by Program					
Central Management	1,683,010	1,743,538	1,917,005	1,907,748	1,957,449
Total Expenditures	1,683,010	1,743,538	1,917,005	1,907,748	1,957,449
Expenditures by Object					
Salary And Benefits	1,383,622	1,438,629	1,583,586	1,586,862	1,636,089
Contract Professional Services	13,999	3,085	9,850	8,800	8,800
Operating Supplies And Expenses	285,389	300,381	323,569	312,086	312,560
Subtotal: Operating	1,683,010	1,742,095	1,917,005	1,907,748	1,957,449
Capital Purchases And Equipment	0	1,443	0	0	0
Subtotal: Other	0	1,443	0	0	0
Total Expenditures	1,683,010	1,743,538	1,917,005	1,907,748	1,957,449
Expenditures by Source of Funds					
General Revenue	1,273,387	1,298,537	1,353,591	1,350,221	1,452,747
Federal Funds	409,623	445,001	563,414	557,527	504,702
Total Expenditures	1,683,010	1,743,538	1,917,005	1,907,748	1,957,449
FTE Authorization	14.5	14.5	14.5	14.5	14.5

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>				
	2017	2018	2019	2020	2021
Target	407.00	407.00	421.00	428.00	428.00
Actual	412.00	461.00	407.00	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>				
	2017	2018	2019	2020	2021
Target	38.00	44.00	49.00	49.00	49.00
Actual	51.00	55.00	49.00	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>				
	2017	2018	2019	2020	2021
Target	365.00	365.00	365.00	365.00	365.00
Actual	315.00	305.00	325.00	0.00	

Personnel

Agency: Rhode Island Commission For Human Rights

Central Management

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Unclassified					
ADMINISTRATIVE AIDE	00313A	2.0	93,555	2.0	94,021
CHIEF CLERK	0E018A	1.0	63,736	1.0	66,873
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	00325A	1.0	75,828	1.0	76,191
EXECUTIVE SECRETARY - HUMAN RIGHTS	00840A	1.0	127,176	1.0	127,809
HUD PROJECT DIRECTOR	00326A	1.0	77,495	1.0	77,872
INVESTIGATOR (HUMAN RIGHTS)	00319A	2.0	96,866	2.0	100,243
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	00322A	4.5	261,331	4.5	266,666
STAFF ATTORNEY III	00832A	1.0	84,124	1.0	84,543
STAFF ATTORNEY IV	00834A	1.0	108,588	1.0	109,128
Subtotal Unclassified		14.5	988,699	14.5	1,003,346
Subtotal		14.5	988,699	14.5	1,003,346
Turnover			(38,912)		(25,942)
Total Salaries			949,787		977,404
Benefits					
FICA			72,659		74,773
Health Benefits			198,145		203,529
Payroll Accrual			5,533		5,708
Retiree Health			63,160		57,372
Retirement			260,060		278,696
Subtotal			599,557		620,078
Total Salaries and Benefits		14.5	1,549,344	14.5	1,597,482
Cost Per FTE Position			106,851		110,171
Statewide Benefit Assessment			37,518		38,607
Payroll Costs		14.5	1,586,862	14.5	1,636,089
Purchased Services					
Clerical and Temporary Services			3,100		3,100
Legal Services			650		650
Other Contracts			2,475		2,475
Training and Educational Services			2,575		2,575
Subtotal			8,800		8,800
Total Personnel		14.5	1,595,662	14.5	1,644,889

Personnel

Agency: Rhode Island Commission For Human Rights

Central Management

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Distribution by Source of Funds				
General Revenue	12.5	1,249,828	12.5	1,295,770
Federal Funds	2.0	345,834	2.0	349,119
Total All Funds	14.5	1,595,662	14.5	1,644,889
