

**VOLUME I:**  
**GENERAL GOVERNMENT**  
**AND QUASI-PUBLIC AGENCIES**

**COMMISSION ON**  
**HUMAN RIGHTS**

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## Agency Summary

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### Rhode Island Commission for Human Rights

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#### Agency Mission

To enforce Rhode Island anti-discrimination laws in the areas of employment, housing, public accommodations, credit and delivery of services; through impartial investigation, formal and informal resolution efforts, predetermination conferences and administrative hearings, to ensure due process for both complainants and respondents, to provide redress for victims of discrimination, and to properly dismiss cases in those instances in which charges of discrimination lack evidentiary support. To provide outreach and education to the community to ensure knowledge of rights and responsibilities under 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, lawful source of income 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. During the 2021 legislative session, the Fair Housing Practices Act, R.I. Gen. Laws § 34-37-1 et seq., was amended to prohibit discrimination on the basis of lawful source of income.

# Budget

## Rhode Island Commission for Human Rights

	2020 Actuals	2021 Actuals	2022 Enacted Budget	2022 Revised Budget	2023 Recommended
<b>Expenditures by Program</b>					
Central Management	1,768,406	1,756,263	1,908,999	1,985,429	2,041,315
<b>Total Expenditures</b>	<b>1,768,406</b>	<b>1,756,263</b>	<b>1,908,999</b>	<b>1,985,429</b>	<b>2,041,315</b>
<b>Expenditures by Object</b>					
Salary And Benefits	1,484,409	1,466,207	1,564,892	1,522,009	1,663,502
Contract Professional Services	2,777	7,735	7,900	28,700	15,050
Operating Supplies And Expenses	274,454	282,321	335,307	403,494	362,263
<b>Subtotal: Operating</b>	<b>1,761,639</b>	<b>1,756,263</b>	<b>1,908,099</b>	<b>1,954,203</b>	<b>2,040,815</b>
Capital Purchases And Equipment	6,767	0	900	31,226	500
<b>Subtotal: Other</b>	<b>6,767</b>	<b>0</b>	<b>900</b>	<b>31,226</b>	<b>500</b>
<b>Total Expenditures</b>	<b>1,768,406</b>	<b>1,756,263</b>	<b>1,908,999</b>	<b>1,985,429</b>	<b>2,041,315</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	1,229,233	1,347,294	1,486,581	1,580,108	1,632,904
Federal Funds	539,173	408,969	422,418	405,321	408,411
<b>Total Expenditures</b>	<b>1,768,406</b>	<b>1,756,263</b>	<b>1,908,999</b>	<b>1,985,429</b>	<b>2,041,315</b>
<b>FTE Authorization</b>	<b>14.5</b>	<b>14.5</b>	<b>14.0</b>	<b>14.0</b>	<b>14.0</b>

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## Performance Measures

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### Rhode Island Commission for Human Rights

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#### Cases Processed

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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.

<i>Frequency: Annual</i>	<i>Reporting Period: State Fiscal Year</i>				
	2019	2020	2021	2022	2023
<b>Target</b>	421.00	428.00	412.00	381.00	381.00
<b>Actual</b>	407.00	348.00	277.00	0.00	

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#### Outreach Activities

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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.]

<i>Frequency: Annual</i>	<i>Reporting Period: State Fiscal Year</i>				
	2019	2020	2021	2022	2023
<b>Target</b>	49.00	49.00	51.00	54.00	54.00
<b>Actual</b>	49.00	54.00	59.00	0.00	

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#### Average Case Age at Closure

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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.

<i>Frequency: Annual</i>	<i>Reporting Period: State Fiscal Year</i>				
	2019	2020	2021	2022	2023
<b>Target</b>	365	365	365	365	365
<b>Actual</b>	325.00	379.00	398.00	0.00	

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# Personnel

## Agency: Rhode Island Commission for Human Rights

### Central Management

		FY 2022		FY 2023	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
ADMINISTRATIVE AIDE	00313A	1.0	51,634	1.0	52,925
ADMINISTRATIVE AIDE (COMMISSION FOR HUMAN RIGHTS)	00313A	1.0	41,575	1.0	43,491
CHIEF CLERK	0E018A	1.0	53,857	1.0	56,805
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	00325A	1.0	79,899	1.0	81,824
EXECUTIVE SECRETARY - HUMAN RIGHTS	00840A	1.0	134,276	1.0	137,633
HUD PROJECT DIRECTOR	00326A	1.0	66,310	1.0	70,264
INVESTIGATOR (HUMAN RIGHTS)	00319A	2.0	95,042	2.0	97,418
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	00322A	4.0	245,584	4.0	255,553
STAFF ATTORNEY III	00832A	1.0	83,966	1.0	90,658
STAFF ATTORNEY IV	00834A	1.0	95,542	1.0	97,932
<b>Subtotal Unclassified</b>		<b>14.0</b>	<b>947,685</b>	<b>14.0</b>	<b>984,503</b>
<b>Subtotal</b>		<b>14.0</b>	<b>947,685</b>	<b>14.0</b>	<b>984,503</b>
Turnover			(75,000)		0
FY 2021 Retro COLA Payment			22,140		0
<b>Total Salaries</b>			<b>894,825</b>		<b>984,503</b>
<b>Benefits</b>					
Contract Stipends			16,500		16,500
FICA			69,619		76,576
Health Benefits			186,755		211,383
Payroll Accrual			5,192		0
Retiree Health			48,160		44,844
Retirement			264,832		290,156
<b>Subtotal</b>			<b>591,058</b>		<b>639,459</b>
<b>Total Salaries and Benefits</b>		<b>14.0</b>	<b>1,485,883</b>	<b>14.0</b>	<b>1,623,962</b>
<b>Cost Per FTE Position</b>			<b>106,135</b>		<b>115,997</b>
Statewide Benefit Assessment			36,126		39,540
<b>Payroll Costs</b>		<b>14.0</b>	<b>1,522,009</b>	<b>14.0</b>	<b>1,663,502</b>
<b>Purchased Services</b>					
Clerical and Temporary Services			7,500		7,500
Legal Services			1,450		1,450
Other Contracts			2,000		2,000
Training and Educational Services			17,750		4,100
<b>Subtotal</b>			<b>28,700</b>		<b>15,050</b>

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## Personnel

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**Agency: Rhode Island Commission for Human Rights**

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### Central Management

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	FY 2022		FY 2023	
	FTE	Cost	FTE	Cost
<b>Total Personnel</b>	<b>14.0</b>	<b>1,550,709</b>	<b>14.0</b>	<b>1,678,552</b>
<b>Distribution by Source of Funds</b>				
General Revenue	12.0	1,222,473	12.0	1,346,903
Federal Funds	2.0	328,236	2.0	331,649
<b>Total All Funds</b>	<b>14.0</b>	<b>1,550,709</b>	<b>14.0</b>	<b>1,678,552</b>

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