

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

**RHODE ISLAND COMMISSION FOR  
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

	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
<b>Expenditures by Program</b>					
Central Management	1,756,263	1,836,227	2,152,745	2,207,190	2,183,303
<b>Total Expenditures</b>	<b>1,756,263</b>	<b>1,836,227</b>	<b>2,152,745</b>	<b>2,207,190</b>	<b>2,183,303</b>
<b>Expenditures by Object</b>					
Salary and Benefits	1,466,207	1,461,629	1,774,932	1,612,663	1,770,801
Contract Professional Services	7,735	(49,157)	15,050	173,871	36,919
Operating Supplies and Expenses	282,321	417,107	362,263	419,036	375,083
<b>Subtotal: Operating</b>	<b>1,756,263</b>	<b>1,829,579</b>	<b>2,152,245</b>	<b>2,205,570</b>	<b>2,182,803</b>
Capital Purchases and Equipment	0	6,649	500	1,620	500
<b>Subtotal: Other</b>	<b>0</b>	<b>6,649</b>	<b>500</b>	<b>1,620</b>	<b>500</b>
<b>Total Expenditures</b>	<b>1,756,263</b>	<b>1,836,227</b>	<b>2,152,745</b>	<b>2,207,190</b>	<b>2,183,303</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	1,347,294	1,524,555	1,744,334	1,811,976	1,824,202
Federal Funds	408,969	311,672	408,411	395,214	359,101
<b>Total Expenditures</b>	<b>1,756,263</b>	<b>1,836,227</b>	<b>2,152,745</b>	<b>2,207,190</b>	<b>2,183,303</b>
<b>FTE Authorization</b>	<b>14.5</b>	<b>14.0</b>	<b>15.0</b>	<b>15.0</b>	<b>15.0</b>

# Personnel Agency Summary

## Rhode Island Commission for Human Rights

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Unclassified	15.0	1,014,459	15.0	1,059,243
<b>Subtotal</b>	<b>15.0</b>	<b>1,014,459</b>	<b>15.0</b>	<b>1,059,243</b>
Turnover		(66,200)		0
<b>Total Salaries</b>		<b>948,259</b>		<b>1,059,243</b>
<b>Benefits</b>				
Contract Stipends		31,500		3,000
FICA		73,689		81,035
Health Benefits		204,768		215,528
Payroll Accrual		0		6,148
Retiree Health		42,481		47,878
Retirement		274,508		316,130
<b>Subtotal</b>		<b>626,946</b>		<b>669,719</b>
<b>Total Salaries and Benefits</b>	<b>15.0</b>	<b>1,575,205</b>	<b>15.0</b>	<b>1,728,962</b>
<b>Cost Per FTE Position</b>		<b>105,014</b>		<b>115,264</b>
Statewide Benefit Assessment		37,458		41,839
<b>Payroll Costs</b>	<b>15.0</b>	<b>1,612,663</b>	<b>15.0</b>	<b>1,770,801</b>
<b>Purchased Services</b>				
Clerical and Temporary Services		7,500		7,500
Information Technology		163,121		26,169
Legal Services		250		250
Other Contracts		2,000		2,000
Training and Educational Services		1,000		1,000
<b>Subtotal</b>		<b>173,871</b>		<b>36,919</b>
<b>Total Personnel</b>	<b>15.0</b>	<b>1,786,534</b>	<b>15.0</b>	<b>1,807,720</b>
<b>Distribution by Source of Funds</b>				
General Revenue	13.0	1,475,140	13.0	1,490,021
Federal Funds	2.0	311,394	2.0	317,699
<b>Total All Funds</b>	<b>15.0</b>	<b>1,786,534</b>	<b>15.0</b>	<b>1,807,720</b>

# Personnel

## Rhode Island Commission for Human Rights

### Central Management

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
ADMINISTRATIVE AIDE	0313 A	1.0	52,926	1.0	54,250
ADMINISTRATIVE AIDE (COMMISSION FOR HUMAN RIGHTS)	0313 A	1.0	43,500	1.0	45,412
CHIEF CLERK	0E18 A	1.0	56,813	1.0	59,982
CHIEF COMPLIANCE OFFICER-HUMAN RIGHTS	0325 A	1.0	61,265	1.0	62,797
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	0325 A	1.0	69,759	1.0	74,325
EXECUTIVE SECRETARY - HUMAN RIGHTS	0840 A	1.0	137,636	1.0	141,077
HUD PROJECT DIRECTOR	0326 A	1.0	70,274	1.0	75,223
INVESTIGATOR (HUMAN RIGHTS)	0319 A	2.0	100,280	2.0	105,328
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	0322 A	4.0	242,982	4.0	254,005
STAFF ATTORNEY III	0832 A	1.0	91,044	1.0	93,320
STAFF ATTORNEY IV	0834 A	1.0	87,980	1.0	93,524
<b>Subtotal Unclassified</b>		<b>15.0</b>	<b>1,014,459</b>	<b>15.0</b>	<b>1,059,243</b>
<b>Subtotal</b>		<b>15.0</b>	<b>1,014,459</b>	<b>15.0</b>	<b>1,059,243</b>
Turnover			(66,200)		0
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## Personnel

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### Rhode Island Commission for Human Rights

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#### Central Management

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## Performance Measures

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### Rhode Island Commission for Human Rights

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#### Central Management

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##### 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.

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2020	2021	2022	2023	2024
<b>Target</b>	49	51	54	53	53
<b>Actual</b>	54	59	50	--	--

##### 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.

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2020	2021	2022	2023	2024
<b>Target</b>	428	412	381	359	359
<b>Actual</b>	348	277	304	--	--

##### 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.

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2020	2021	2022	2023	2024
<b>Target</b>	365	365	365	365	365
<b>Actual</b>	379	398	439	--	--