

**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

	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
<b>Expenditures by Program</b>					
Central Management	2,022,428	2,427,173	2,505,726	2,691,662	2,772,687
<b>Total Expenditures</b>	<b>2,022,428</b>	<b>2,427,173</b>	<b>2,505,726</b>	<b>2,691,662</b>	<b>2,772,687</b>
<b>Expenditures by Object</b>					
Salary and Benefits	1,559,207	1,899,082	2,038,174	2,153,449	2,275,210
Contract Professional Services	(16,800)	69,368	42,250	92,914	54,750
Operating Supplies and Expenses	474,709	457,591	420,802	442,299	439,727
<b>Subtotal: Operating</b>	<b>2,017,116</b>	<b>2,426,041</b>	<b>2,501,226</b>	<b>2,688,662</b>	<b>2,769,687</b>
Capital Purchases and Equipment	5,312	1,132	4,500	3,000	3,000
<b>Subtotal: Other</b>	<b>5,312</b>	<b>1,132</b>	<b>4,500</b>	<b>3,000</b>	<b>3,000</b>
<b>Total Expenditures</b>	<b>2,022,428</b>	<b>2,427,173</b>	<b>2,505,726</b>	<b>2,691,662</b>	<b>2,772,687</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	1,758,445	2,117,475	2,055,616	2,143,802	2,249,158
Federal Funds	263,984	309,698	450,110	547,860	523,529
<b>Total Expenditures</b>	<b>2,022,428</b>	<b>2,427,173</b>	<b>2,505,726</b>	<b>2,691,662</b>	<b>2,772,687</b>
<b>FTE Authorization</b>	<b>15.0</b>	<b>15.0</b>	<b>15.0</b>	<b>15.0</b>	<b>15.0</b>

# Personnel Agency Summary

## Rhode Island Commission for Human Rights

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Unclassified	15.0	1,373,129	15.0	1,447,027
<b>Subtotal</b>	<b>15.0</b>	<b>1,373,129</b>	<b>15.0</b>	<b>1,447,027</b>
Turnover		(36,432)		(30,000)
<b>Total Salaries</b>		<b>1,336,697</b>		<b>1,417,027</b>
<b>Benefits</b>				
FICA		101,906		108,004
Health Benefits		190,486		201,863
Payroll Accrual		7,822		8,261
Retiree Health		52,664		46,052
Retirement		425,111		452,908
<b>Subtotal</b>		<b>777,989</b>		<b>817,088</b>
<b>Total Salaries and Benefits</b>	<b>15.0</b>	<b>2,114,686</b>	<b>15.0</b>	<b>2,234,115</b>
<b>Cost Per FTE Position</b>		<b>140,979</b>		<b>148,941</b>
Statewide Benefit Assessment		38,763		41,095
<b>Payroll Costs</b>	<b>15.0</b>	<b>2,153,449</b>	<b>15.0</b>	<b>2,275,210</b>
<b>Purchased Services</b>				
Clerical and Temporary Services		33,980		8,500
Information Technology		53,184		40,500
Legal Services		250		250
Other Contracts		2,000		2,000
Training and Educational Services		3,500		3,500
<b>Subtotal</b>		<b>92,914</b>		<b>54,750</b>
<b>Total Personnel</b>	<b>15.0</b>	<b>2,246,363</b>	<b>15.0</b>	<b>2,329,960</b>
<b>Distribution by Source of Funds</b>				
General Revenue	13.0	1,814,195	13.0	1,903,787
Federal Funds	2.0	432,168	2.0	426,173
<b>Total All Funds</b>	<b>15.0</b>	<b>2,246,363</b>	<b>15.0</b>	<b>2,329,960</b>

# Personnel

## Rhode Island Commission for Human Rights

### Central Management

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
ADMINISTRATIVE AIDE	0318 A	1.0	51,738	1.0	55,177
ADMINISTRATIVE AIDE (COMMISSION FOR HUMAN RIGHTS)	0318 A	1.0	53,255	1.0	56,719
ADMINISTRATIVE ASSISTANT – HUMAN RIGHTS	0328 A	1.0	84,777	1.0	90,336
CHIEF COMPLIANCE OFFICER-HUMAN RIGHTS	0331 A	1.0	109,281	1.0	113,542
CHIEF LEGAL COUNSEL-HUMAN RIGH	0838 A	1.0	113,876	1.0	124,626
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	0332 A	1.0	100,883	1.0	104,918
EXECUTIVE SECRETARY - HUMAN RIGHTS	0844 A	1.0	174,325	1.0	181,298
HUD PROJECT DIRECTOR	0332 A	1.0	100,883	1.0	104,918
INVESTIGATOR (HUMAN RIGHTS)	0326 A	2.0	146,231	2.0	154,529
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	0328 A	4.0	323,262	4.0	338,900
STAFF ATTORNEY V-HUMAN RIGHTS	0836 A	1.0	114,618	1.0	122,064
<b>Subtotal Unclassified</b>		<b>15.0</b>	<b>1,373,129</b>	<b>15.0</b>	<b>1,447,027</b>
<b>Subtotal</b>		<b>15.0</b>	<b>1,373,129</b>	<b>15.0</b>	<b>1,447,027</b>
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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 RIGL § 28-5-14. A higher number indicates greater compliance with the statute.

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
<b>Target</b>	54	53	52	52	52
<b>Actual</b>	50	46	52	--	--

##### 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>	2022	2023	2024	2025	2026
<b>Target</b>	381	359	327	327	360
<b>Actual</b>	304	297	383	--	--

##### Average Case Age at Closure

The figures below represent 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>	2022	2023	2024	2025	2026
<b>Target</b>	365	365	365	365	365
<b>Actual</b>	439	332	345	--	--

##### Website Visits

The figures below represent the number of unique visits to the agency website by members of the public. [Note: This performance measure was established in FY 2024 and historical targets and actuals are not available.]

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
<b>Target</b>	--	--	7,200	7,200	8,000
<b>Actual</b>	--	7,365	13,608	--	--