

**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 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 Practices Act (Title VIII of the Civil Rights act of 1968), as amended.

# Budget

## Rhode Island Commission for Human Rights

	2024 Actuals	2025 Actuals	2026 Enacted Budget	2026 Revised Budget	2027 Recommended
<b>Expenditures by Program</b>					
Central Management	2,427,173	2,736,645	2,772,687	2,784,080	2,801,879
<b>Total Expenditures</b>	<b>2,427,173</b>	<b>2,736,645</b>	<b>2,772,687</b>	<b>2,784,080</b>	<b>2,801,879</b>
<b>Expenditures by Object</b>					
Salary and Benefits	1,899,082	2,213,159	2,275,210	2,286,977	2,359,647
Contract Professional Services	70,007	98,135	57,250	93,310	111,150
Operating Supplies and Expenses	456,952	425,352	437,227	395,614	331,082
<b>Subtotal: Operating</b>	<b>2,426,041</b>	<b>2,736,645</b>	<b>2,769,687</b>	<b>2,775,901</b>	<b>2,801,879</b>
Capital Purchases and Equipment	1,132	0	3,000	8,179	0
<b>Subtotal: Other</b>	<b>1,132</b>	<b>0</b>	<b>3,000</b>	<b>8,179</b>	<b>0</b>
<b>Total Expenditures</b>	<b>2,427,173</b>	<b>2,736,645</b>	<b>2,772,687</b>	<b>2,784,080</b>	<b>2,801,879</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	2,117,475	2,224,630	2,249,158	2,285,857	2,358,433
Federal Funds	309,698	512,016	523,529	498,223	443,446
<b>Total Expenditures</b>	<b>2,427,173</b>	<b>2,736,645</b>	<b>2,772,687</b>	<b>2,784,080</b>	<b>2,801,879</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 2026		FY 2027	
	FTE	Cost	FTE	Cost
Unclassified	15.0	1,445,592	15.0	1,501,769
<b>Subtotal</b>	<b>15.0</b>	<b>1,445,592</b>	<b>15.0</b>	<b>1,501,769</b>
Turnover		(30,000)		(31,957)
<b>Total Salaries</b>		<b>1,415,592</b>		<b>1,469,812</b>
<b>Benefits</b>				
FICA		107,969		112,443
Health Benefits		215,653		231,234
Payroll Accrual		8,253		8,479
Retiree Health		46,007		45,268
Retirement		452,450		448,318
<b>Subtotal</b>		<b>830,332</b>		<b>845,742</b>
<b>Total Salaries and Benefits</b>	<b>15.0</b>	<b>2,245,924</b>	<b>15.0</b>	<b>2,315,554</b>
<b>Cost Per FTE Position</b>		<b>149,728</b>		<b>154,370</b>
Statewide Benefit Assessment		41,053		44,093
<b>Payroll Costs</b>	<b>15.0</b>	<b>2,286,977</b>	<b>15.0</b>	<b>2,359,647</b>
<b>Purchased Services</b>				
Clerical and Temporary Services		5,500		5,500
Information Technology		30,500		40,500
Legal Services		51,210		60,250
Other Contracts		2,600		1,400
Training and Educational Services		3,500		3,500
<b>Subtotal</b>		<b>93,310</b>		<b>111,150</b>
<b>Total Personnel</b>	<b>15.0</b>	<b>2,380,287</b>	<b>15.0</b>	<b>2,470,797</b>
<b>Distribution by Source of Funds</b>				
General Revenue	13.0	1,903,177	13.0	2,032,976
Federal Funds	2.0	477,110	2.0	437,821
<b>Total All Funds</b>	<b>15.0</b>	<b>2,380,287</b>	<b>15.0</b>	<b>2,470,797</b>

# Personnel

## Rhode Island Commission for Human Rights

### Central Management

		FY 2026		FY 2027	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
ADMINISTRATIVE AIDE (COMMISSION FOR HUMAN RIGHTS)	0318 A	2.0	111,305	2.0	117,976
ADMINISTRATIVE ASSISTANT – HUMAN RIGHTS	0328 A	1.0	90,336	1.0	93,046
CHIEF COMPLIANCE OFFICER-HUMAN RIGHTS	0331 A	1.0	113,542	1.0	116,865
CHIEF LEGAL COUNSEL-HUMAN RIGH	0838 A	1.0	124,626	1.0	131,502
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	0332 A	1.0	104,918	1.0	108,066
EXECUTIVE SECRETARY - HUMAN RIGHTS	0844 A	1.0	181,298	1.0	186,736
HUD PROJECT DIRECTOR	0332 A	1.0	104,918	1.0	108,066
INVESTIGATOR (HUMAN RIGHTS)	0326 A	2.0	153,674	2.0	161,084
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	0328 A	4.0	338,911	4.0	352,841
STAFF ATTORNEY V-HUMAN RIGHTS	0836 A	1.0	122,064	1.0	125,587
<b>Subtotal Unclassified</b>		<b>15.0</b>	<b>1,445,592</b>	<b>15.0</b>	<b>1,501,769</b>
<b>Subtotal</b>		<b>15.0</b>	<b>1,445,592</b>	<b>15.0</b>	<b>1,501,769</b>
Longevity Pay			45,225		46,582
Regular Wages			1,400,367		1,455,187
Turnover			(30,000)		(31,957)
<b>Total Salaries</b>			<b>1,415,592</b>		<b>1,469,812</b>
<b>Benefits</b>					
FICA			107,969		112,443
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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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<b>Total Personnel</b>	<b>15.0</b>	<b>2,380,287</b>	<b>15.0</b>	<b>2,470,797</b>
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## Performance Measures

### Rhode Island Commission for Human Rights

#### Central Management

##### Outreach Activities (In-person, Virtual or Press)

The figures below represent the number of in-person, virtual and press 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>	2023	2024	2025	2026	2027
<b>Target</b>	53	52	52	52	52
<b>Actual</b>	46	52	51	--	--

##### 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>	2023	2024	2025	2026	2027
<b>Target</b>	359	327	327	360	360
<b>Actual</b>	297	383	366	--	--

##### 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>	2023	2024	2025	2026	2027
<b>Target</b>	365	365	365	365	365
<b>Actual</b>	332	345	438	--	--

##### 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 are not available.]

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2023	2024	2025	2026	2027
<b>Target</b>	--	7,200	7,200	8,000	8,000
<b>Actual</b>	7,365	13,608	8,052	--	--

##### Outreach Activities (Social media postings)

The figures below represent the number of social media posting 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. [Note: This performance measure was established in FY 2025 and historical targets and actuals are not available.]

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2023	2024	2025	2026	2027
<b>Target</b>	--	--	--	100	100
<b>Actual</b>	--	--	119	--	--