



Human Relations Unit FY2017 Annual Report on Housing, Employment and Public Accommodations

Presented by: Angela Rush
Human Relations Administrator
December 18, 2017



Fair Housing



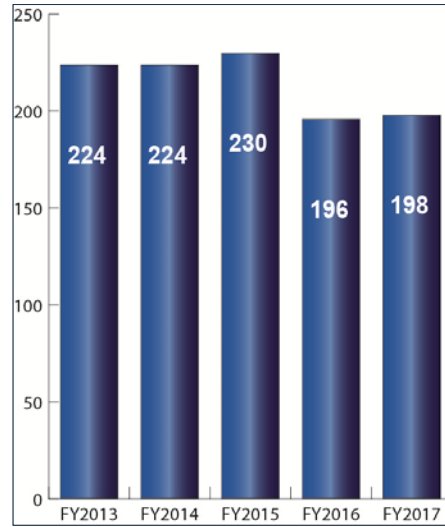
The Human Relations Unit has met the requirements as a certified Fair Housing Assistance Program (FHAP), as set forth by the Department of Housing and Urban Development (HUD), to investigate complaints of housing discrimination. Those requirements include:

- Fair housing laws that are substantially equivalent to the federal Fair Housing Act.
- Ability to meet the contractual obligations that are set forth by HUD, including timeliness and the quality of the investigations.



FY 2017 Fair Housing Complaints

(Report page: 8)

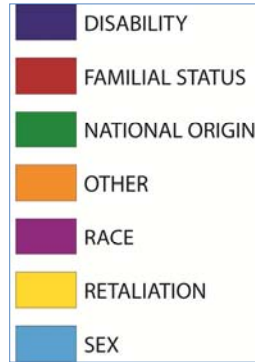
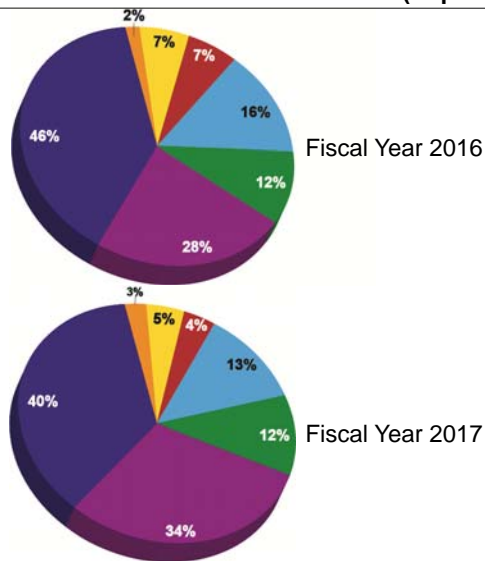


3



Bases -Fair Housing Complaints

(Report pages: 9-10)



	OTHER - FY2016	OTHER - FY2017	
Religion	1.02%	Religion	2.0%
Sexual Orientation	0.00%	Sexual Orientation	.50%
Transgender/ Gender Identity	.51%	Transgender/ Gender Identity	.50%

4



Issues -Fair Housing Complaints

(Report pages: 10-12)

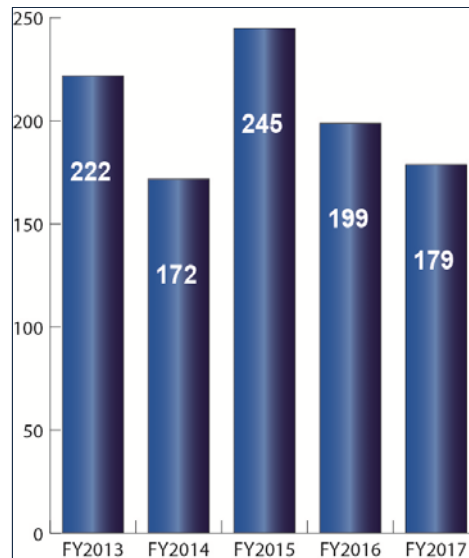
ISSUE	FY2017	
	# of Complaints	% of Total
Discriminatory terms, conditions, privileges, services and facilities in the rental or sale of property	192	96.97%
Failure to make reasonable accommodations; Failure to make reasonable modifications	61	30.81%
Refusal to Rent	54	27.27%
Interference, coercion, or intimidation; enforcement by civil action	36	17.17%
Refusal to sell	1	.51%
Other-Includes steering and false denial or representation of availability	9	4.55%

5



FY 2017 Fair Housing Closures

(Report page: 12)

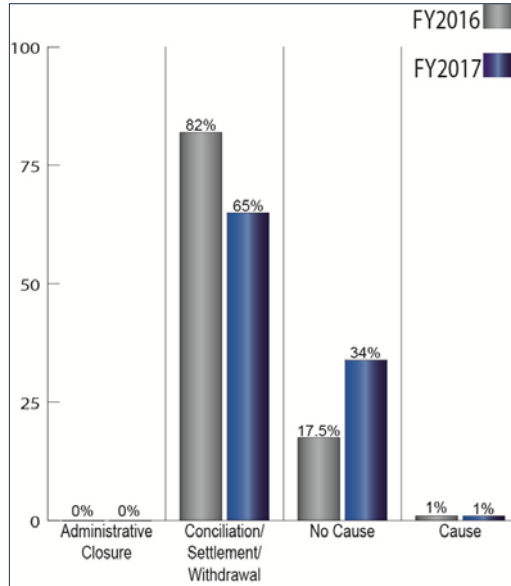


6



FY 2017 Fair Housing Closure Types

(Report pages: 12-13)



7



Timeliness of Fair Housing Investigations

(Report page: 14)

The Fair Housing Act requires that HUD and FHAP agencies complete the investigation of each complaint within 100 days of the date it was filed, unless there are mitigating circumstances. If the investigation is not completed within the 100 days, the FHAP agency must notify the complainant and respondent, in writing, of the reasons for the delay.



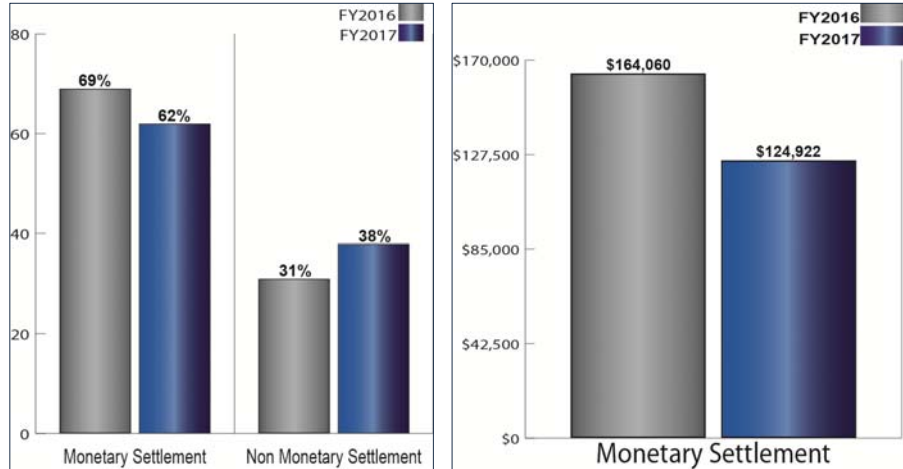
HUMAN RELATIONS UNIT		
Description	Goal	FY2017 Measure
Timely resolution of complaints of housing discrimination in a fair and objective manner.	Average processing time for cases not to exceed 100 days.	79 days

8



FY2017 Fair Housing Settlements

(Report page: 14)



9



Fair Employment



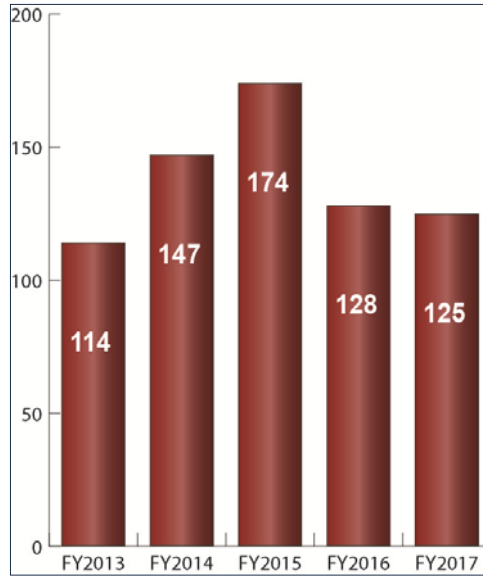
There are approximately 90 Fair Employment Practice Agencies (FEPA) nationwide. FEPA's are granted the authority to investigate employment discrimination charges by the Equal Employment Opportunity Commission (EEOC).

The Fort Worth Human Relations unit is a certified FEPA and the only FEPA located in North Texas.

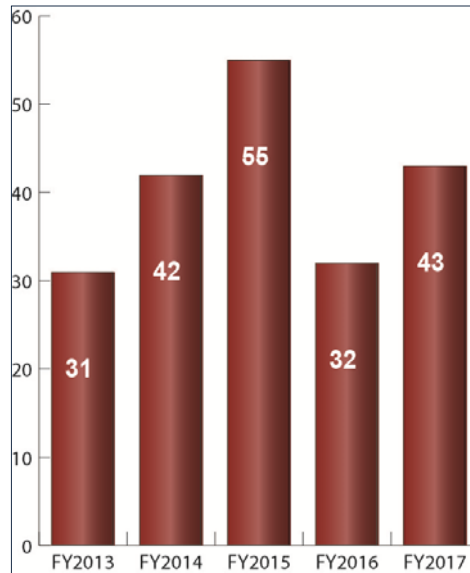
10



FY 2017 Fair Employment Charges (Report page: 16)



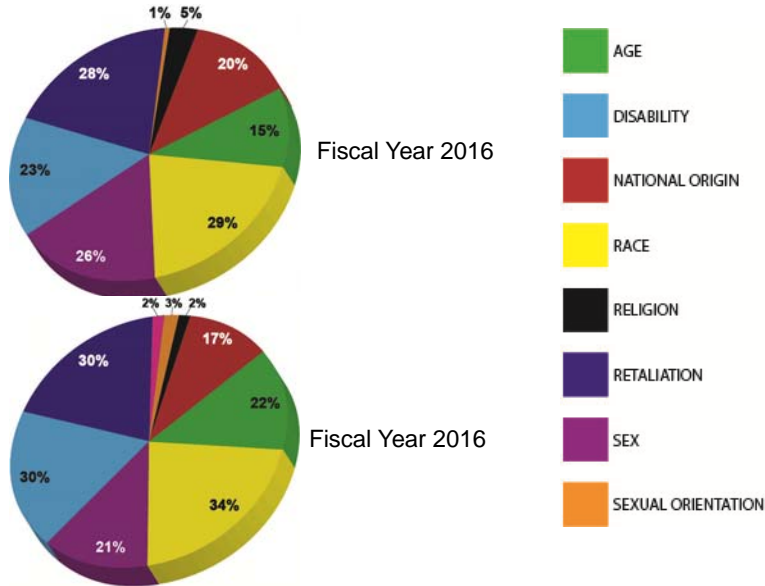
FY 2017 Fair Employment Deferrals (Report pages: 16-17)





Bases -Fair Employment Charges

(Report page: 17-20)



Issues -Fair Employment Charges

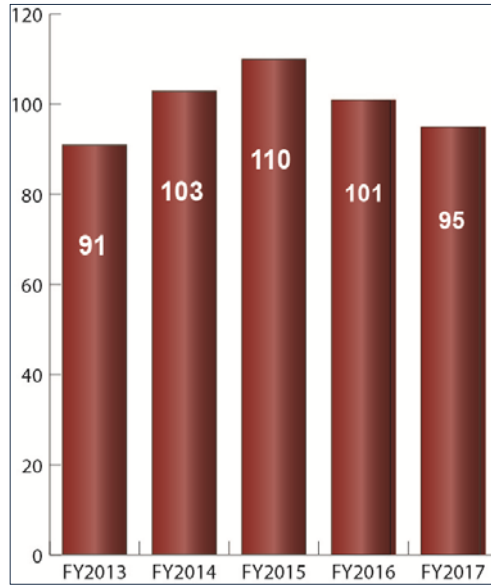
(Report page: 20)

ISSUE	FY2017	
	# of Charges	% of Total
Terms & Conditions	101	81%
Discharge	74	59%
Discipline	34	27%
Constructive Discharge	12	10%
Sexual Harassment	12	10%
Reasonable Accommodation	10	8%
Suspension	10	8%
Assignments	8	6%
Demotion	6	5%
Hiring	5	4%
Other (Harassment, Wages, Layoff, Benefits, Reference, Training, Recall, Tenure and Promotion)	9	8%



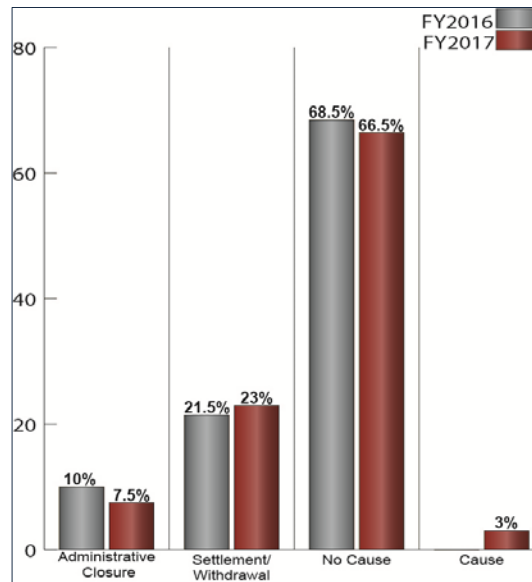
FY 2017 Fair Employment Closures

(Report page: 21-22)



FY 2017 Fair Employment Closure Types

(Report page: 22)





Timeliness of Fair Employment Investigations (Report page: 22)

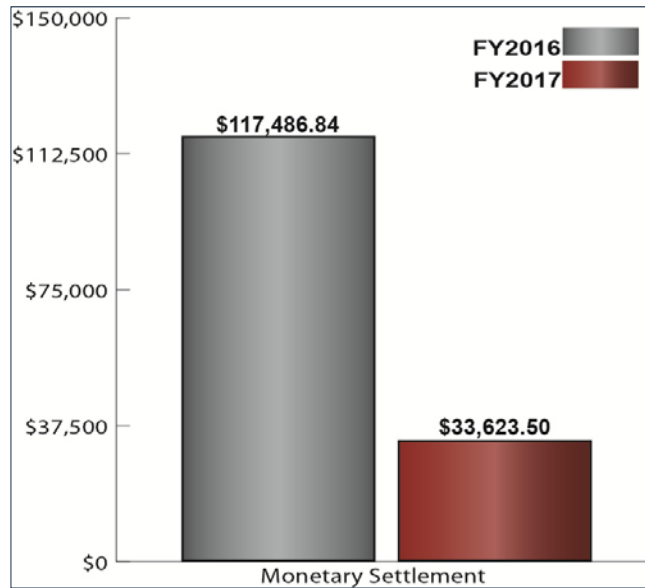
EEOC has set a performance measurement for FEPA's that requires the investigation of each employment discrimination charge be completed within 180 days.



HUMAN RELATIONS UNIT		
Description	Goal	FY2017 Measure
Timely resolution of charges of employment discrimination in a fair and objective manner.	Average processing time for cases not to exceed 180 days.	142 days



Fair Employment Settlements (Report page: 23)





Public Accommodation Complaints filed under CFW Ordinance

(Report page: 23)

During FY 2017, two public accommodation complaints were filed and one closed under the City of Fort Worth's anti discrimination ordinance. Information on those complaints is as follows:

Cases Filed (2)	
Basis	National Origin; Sex
Issue	Equal Access
Case Closed (1)	
Basis	Disability
Issue	Equal Access
Outcome	No Cause



Questions?