

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, AUGUST 13, 2019; 12:00 PM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. July 2019 Minutes

IV. Directors Report

A. Case Status Report June 2019

B. Director's Report June 2019

C. Case Status Report July 2019

D. Directors Report July 2019

V. New Business

A. E-0120-0056-16

B. E-0059-0029-18

C. E-0022-0008-16

D. E-0100-0047-15

E. Meeting Location

F. Commission Evaluation

G. Director Wage Increase

VI. Old Business

A. ED-0118-0002-15

B. H-0081-0008-17

C. PA-0132-0011-14

D. H-0123-0026-14

E. Commission Email Format

F. February 4, 2019 Resolution

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
July 2019 Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	July 2019 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:35 PM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Meeting
Tuesday, July 9, 2019

The Davenport Civil Rights Commission (DCRC) met at 12:03 p.m. Tuesday, July 9, 2019, in the first floor conference room at the Davenport City Hall.

PRESENT:

Michael Liendo, Ruby Mateos, Linda Gilman, Lee Gaston*, Susan Greenwalt*, Erie Johnson, Clyde Mayfield*, Lee Gaston, and Latrice Lacey.

“other Commissioners” *

PUBLIC PRESENT:

See attachment.

APPROVAL OF AGENDA:

It is noted that there is a lack of clarity of whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone, including but not limited to, calling a meeting to order, approving agendas, approving minutes, and adjourning a meeting.

To the extent that any of the “other commissioners” have been mentioned in the minutes since May 3, 2019 (the first date Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson met together as a whole) it was only meant to accurately reflect their physical presence. Michael Liendo’s, Linda Gilman’s, Ruby Mateos’, and Erie Johnson’s acknowledgment of the “other Commissioners” presence was not an indication of the “other Commissioners” validity, but only an attempt to be courteous, civil, and productive.

Michael Liendo made the motion to approve the agenda. Ruby Mateos 2nd that motion. Affirmative vote of agreement from Michael Liendo, Ruby Mateos, Linda Gilman, and Erie Johnson.

Affirmative vote of agreement from Susan Greenwalt, Clyde Mayfield, and Lee Gaston abstained before of the aforementioned dispute.

APPROVAL OF MINUTES:

Susie Greenwalt made the motion to approve the agenda subject to deletion of the duplication of Linda Gilman’s name. Clyde 2nd that motion. Affirmative vote of agreement from Michael Liendo, Ruby Mateos, Linda Gilman, and Erie Johnson.

Affirmative vote of agreement from Susan Greenwalt, Clyde Mayfield, and Lee Gaston abstained before of the aforementioned dispute.

There was confusion regarding what the approval of the agenda with the deletion of the duplication of Linda's Gilman's name meant. Michael Liendo and Ruby Mateos both made a motion to rescind the approval of the agenda subject to deletion of the duplication of Linda's Gilman's name because of additional assertions from Director Lacey as to what that approval meant. Erie 2nd that motion.

Affirmative vote of agreement from Michael Liendo, Ruby Mateos, Linda Gilman, and Erie Johnson. Vote of opposition from Susan Greenwalt, Clyde Mayfield, and Lee Gaston abstained before of the aforementioned dispute.

DIRECTOR'S REPORT:

N/A

NEW BUSINESS:

Various attempts were made to stop the meeting and no public issues were addressed because of the disagreement and lack of clarity of who is on the Commission and whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone.

OLD BUSINESS:

Various attempts were made to stop the meeting and no public issues were addressed because of the disagreement and lack of clarity of who is on the Commission and whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone.

PUBLIC COMMENT:

Various attempts were made to stop the meeting and no public issues were addressed because of the disagreement and lack of clarity of who is on the Commission and whether Michael Liendo, Linda Gilman, Ruby Mateos, and Erie Johnson represent a quorum that has authority to vote and conduct a valid meeting alone.

CLOSING:

Michael Liendo motion to adjourn the meeting and Erie Johnson 2nd that motion.

Meeting closed at approximately 1:10 p.m. without a vote.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report June 2019

ATTACHMENTS:

Type	Description
▯ Cover Memo	June 2019 Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:25 PM



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	1	0
	4	3
Total	5	3

Overall total active informal complaints: 1

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	4
NJ EEOC Referral	1
Public Accommodation	0
Transit Title VI	1
Total	7

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	5
NJ EEOC Referral	7
Public Accommodation	1
Transit Title VI	1
Total	15

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	0	Gender Identity	0	Mental Disability	0
Religion	1	Age under 40	0	Physical Disability	3
Sex	0	Retaliation-ADA	0	Familial Status	0
Sex Orientation	1	Color	0	Marital Status	0
				National Origin	0
				Race	3

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	4	Advertising	0	Fail To Hire	0
Negative Treatment	0	Accessibility	1	Harassment	0	Fail To Promote	0
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	2	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	0	Fail To Serve	0
Termination	1	Discipline	0	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 2019

CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	2
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	6
Insufficient # employees	0
No Basis	0
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	3
Mediation Settlement	1
Jurisdiction waived	1
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	15

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	10
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	23
Insufficient # employees	0
No Basis	6
No Area	1
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	7
Mediation Settlement	6
Jurisdiction waived	9
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	2
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	75

Summary: Previous Open: 204 (+) New Open 7 (-) Closed 15 (=) Total Open 196

Probable Cause (Monthly) = 1 (Annual) = 10

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	2
Total number for year 2015	14
Total number for year 2016	28
Total number for year 2017	43
Total number for year 2018	60
Total number for year 2019	48
Total	195

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	13
Final Review	39
Final Investigation	5
Intermediate Investigation	23
Mediation	7
Mediation/Intermediate Invest.	0
Initial Investigation (3)	8
Initial Investigation (2)	73
Initial Investigation	14
Initial Review / Screening	12
Opened	0
Total	195



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 2019

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	8	13.5	218
Total	8	13.5	218

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	3	6
Closed with resolution	1	8

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	3
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	4

Year to Date	
Resolution	Count
Monetary Settlement	4
No Resolution	6
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	14

Total monthly settlement amount: \$225.00

Total yearly settlement amount: \$11,528.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	2
Other	0	1	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	1
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	1	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	1	25



CASE STATUS REPORT

Monthly Summary

June 01 , 2019 THRU June 30 , 2019

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
PA-0132-0011-14	PC/Conciliation

Case Listing for 2015

E-0030-0014-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	PC/Conciliation
E-0103-0050-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation
E-0143-0067-15	Final Review

Case Listing for 2016

E-0022-0008-16	PC/Conciliation
E-0031-0014-16	Final Review
E-0035-0017-16	Final Review
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Final Review
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Intermediate Investigation
E-0072-0031-16	Initial Investigation (2)
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	Final Review
PA-0098-0009-16	Final Review
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2016

E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	PC/Conciliation
E-0125-0059-16	Final Review
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

E-0003-0002-17	PC/Conciliation
E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Initial Investigation (3)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Final Review
E-0022-0013-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Final Review
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Intermediate Investigation
E-0075-0040-17	Intermediate Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Intermediate Investigation



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2017

H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Final Investigation
E-0117-0057-17	Final Review
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0143-0075-17	Intermediate Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Final Investigation
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	PC/Conciliation
E-0021-0010-18	Initial Investigation (3)
E-0025-0013-18	Initial Investigation (2)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0030-0018-18	Initial Investigation (2)
H-0032-0004-18	Final Investigation
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2018

PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Final Review
H-0062-0008-18	Final Review
E-0063-0031-18	Intermediate Investigation
H-0067-0009-18	Final Review
E-0070-0032-18	Initial Investigation (3)
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Initial Investigation (2)
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Initial Investigation (2)
E-0083-0040-18	Initial Investigation (2)
E-0085-0042-18	Initial Investigation (3)
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Mediation
E-0096-0047-18	Initial Investigation (2)
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	PC/Conciliation
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Initial Investigation (2)
E-0115-0055-18	Initial Investigation (2)
E-0116-0056-18	Initial Investigation (2)
E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Mediation
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	Intermediate Investigation
E-0125-0062-18	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019

Case Listing for 2018

E-0131-0064-18	Initial Investigation (2)
H-0132-0017-18	Initial Investigation
H-0133-0018-18	Intermediate Investigation
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Intermediate Investigation
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (3)
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Investigation
E-0024-0008-19	Initial Investigation (2)
E-0026-0009-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Intermediate Investigation
H-0038-0009-19	PC/Conciliation
E-0040-0015-19	Initial Investigation
H-0043-0010-19	Intermediate Investigation
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Intermediate Investigation
E-0048-0017-19	Initial Investigation (2)
E-0049-0018-19	Mediation
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation
H-0066-0018-19	Initial Investigation
E-0068-0022-19	Mediation
E-0069-0023-19	Initial Investigation
E-0070-0024-19	Initial Investigation
E-0071-0025-19	Mediation



CASE STATUS REPORT
Monthly Summary
June 01 , 2019 THRU June 30 , 2019



Case Listing for 2019

NJR-0072-0023-19	Initial Review / Screening
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
H-0079-0022-19	Initial Review / Screening
H-0080-0023-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Initial Investigation
E-0085-0028-19	Initial Investigation
NJR-0086-0027-19	Initial Review / Screening
NJR-0087-0028-19	Initial Review / Screening
H-0088-0024-19	Initial Review / Screening
E-0091-0029-19	Initial Review / Screening
H-0092-0026-19	Initial Review / Screening
H-0093-0027-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report June 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	June 2019 Director Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:26 PM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR June 2019

I. CASE STATUS

1. No “right to sue” letters were issued in the month of June.
2. During the month of June one housing case settled in mediation. This case involved a discrimination on the basis of a disability relating to a failure to accommodate. The case settled for \$225.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked on upcoming Back to School event.
2. Director worked with HUD on potential fair housing initiatives case transfer.
3. Director worked on litigation.
4. Director met with HUD and counsel on litigation.
5. Director met with Commissioners on potential training topics relating to civil rights law, constitutional law, ethics and process related topics.
6. Director met with complainants regarding intake questions.
7. Director conducted training for new commissioners.
8. Director worked on annual report.
9. Director attended FEPA Conference.
10. Director worked on litigation issue with the Housing Analyst.
11. Director attended civil service meeting.
12. Director attended conference call relating to the Juvenile Assessment Center.
13. Director and Housing Analyst worked
14. Housing Analyst and Director worked on year end closures for HUD.
15. Housing Analyst and Director worked on MEI report.
16. Housing Analyst worked on housing investigations.
17. Housing Analyst worked on housing inquiries.
18. Housing Analyst prepared and transferred cases to HUD.
19. Housing Analyst worked on case resolutions.
20. Housing Analyst helped train new mediation coordinator.
21. Housing Analyst scheduled two housing conciliations.
22. Housing Analyst and Director attended call with HUD Compliance Manager on charge resolution and closure numbers.
23. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal

IV. NEW BUSINESS

1. Ongoing commissioner training

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report July 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	July 2019 Case status report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:41 PM



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	1	0
	4	3
Total	5	3

Overall total active informal complaints: 1

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	4
NJ EEOC Referral	3
Public Accommodation	1
Transit Title VI	0
Total	13

Areas Closed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	5
NJ EEOC Referral	5
Public Accommodation	1
Transit Title VI	0
Total	17

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	2	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	0	Mental Disability	0
Religion	0	Age under 40	0	Physical Disability	4
Sex	3	Retaliation-ADA	0	Familial Status	1
Sex Orientation	1	Color	0	Marital Status	0
				National Origin	1
				Race	7

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	1	Terms	9	Advertising	1	Fail To Hire	0
Negative Treatment	1	Accessibility	0	Harassment	2	Fail To Promote	0
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	1	Fail To Serve	1
Termination	6	Discipline	2	Fail to Accom/Mod	3		



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	3
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	3
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	1
Mediation Settlement	1
Jurisdiction waived	6
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	17

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	13
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	3
NJ Referred to EEOC	26
Insufficient # employees	0
No Basis	6
No Area	1
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	2
No Probable Cause	8
Mediation Settlement	7
Jurisdiction waived	15
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	4
Complaint Withdrawn/Duplicate	2
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	92

Summary: Previous Open: 195 (+) New Open 13 (-) Closed 17 (=) Total Open 191

Probable Cause (Monthly) = 3 (Annual) = 13

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	12
Total number for year 2016	26
Total number for year 2017	42
Total number for year 2018	59
Total number for year 2019	51
Total	191

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	11
Final Review	37
Final Investigation	5
Intermediate Investigation	21
Mediation	8
Mediation/Intermediate Invest.	0
Initial Investigation (3)	8
Initial Investigation (2)	74
Initial Investigation	12
Initial Review / Screening	10
Opened	4
Total	191



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Respondent Training	1	1.5	25
Total	1	1.5	25

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	8	13.5	218
Respondent Training	1	1.5	25
Total	9	15	243

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	8
Closed with resolution	3	11

Monthly	
Resolution	Count
Monetary Settlement	3
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	7
No Resolution	8
Reinstatement	0
Specific Performance	4
Policy Change	0
Training	0
Total	19

Total monthly settlement amount: \$32,500.00

Total yearly settlement amount: \$44,028.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	2
Other	0	1	HUD	0	0
Help Legal	0	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	1
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	1
Landlord Association	0	0	Total	0	25



CASE STATUS REPORT

Monthly Summary

July 01 , 2019 THRU July 31 , 2019

Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
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Case Listing for 2015

E-0030-0014-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	PC/Conciliation
E-0100-0047-15	PC/Conciliation
E-0101-0048-15	PC/Conciliation
E-0102-0049-15	PC/Conciliation
ED-0118-0002-15	PC/Conciliation
PA-0133-0025-15	PC/Conciliation

Case Listing for 2016

E-0031-0014-16	Final Review
E-0035-0017-16	Final Review
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Final Review
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Intermediate Investigation
E-0072-0031-16	Intermediate Investigation
E-0084-0038-16	Final Review
E-0085-0039-16	Final Review
PA-0089-0008-16	Final Investigation
E-0094-0044-16	Final Review
PA-0098-0009-16	Final Review
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0125-0059-16	Final Review



CASE STATUS REPORT
Monthly Summary
July 01 , 2019 THRU July 31 , 2019

Case Listing for 2016

E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Intermediate Investigation
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0012-0009-17	Initial Investigation (3)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Final Review
E-0022-0013-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Final Review
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0058-0028-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Intermediate Investigation
E-0075-0040-17	Intermediate Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Intermediate Investigation
H-0081-0008-17	PC/Conciliation
E-0084-0044-17	Initial Investigation
E-0093-0048-17	Initial Investigation (2)
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
July 01 , 2019 THRU July 31 , 2019

Case Listing for 2017

PA-0108-0014-17	Final Review
H-0111-0015-17	Final Investigation
E-0117-0057-17	Final Review
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0143-0075-17	Intermediate Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (3)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Final Review
PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	PC/Conciliation
E-0021-0010-18	Initial Investigation (3)
E-0025-0013-18	Initial Investigation (2)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0030-0018-18	Initial Investigation (2)
H-0032-0004-18	Final Review
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	PC/Conciliation
H-0062-0008-18	Final Review
E-0063-0031-18	Intermediate Investigation
E-0070-0032-18	Initial Investigation (3)



CASE STATUS REPORT
Monthly Summary
July 01 , 2019 THRU July 31 , 2019

Case Listing for 2018

E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Initial Investigation (2)
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Initial Investigation (2)
E-0083-0040-18	Initial Investigation (2)
E-0085-0042-18	Initial Investigation (3)
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Initial Investigation (2)
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Mediation
E-0096-0047-18	Initial Investigation (2)
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	PC/Conciliation
E-0104-0050-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Initial Investigation (2)
E-0115-0055-18	Initial Investigation (2)
E-0116-0056-18	Initial Investigation (2)
E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Mediation
E-0120-0059-18	Initial Investigation (2)
E-0122-0060-18	Intermediate Investigation
E-0125-0062-18	Initial Investigation (2)
E-0131-0064-18	Initial Investigation (2)
H-0132-0017-18	Initial Investigation
H-0133-0018-18	Intermediate Investigation
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Initial Investigation (2)
H-0005-0002-19	Final Investigation



CASE STATUS REPORT
Monthly Summary
July 01 , 2019 THRU July 31 , 2019

Case Listing for 2019

E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Initial Investigation (3)
E-0011-0005-19	Initial Investigation
E-0016-0006-19	Initial Investigation (2)
E-0022-0007-19	Initial Investigation (2)
H-0023-0007-19	Final Investigation
E-0024-0008-19	Initial Investigation (2)
E-0027-0010-19	Initial Investigation (2)
E-0032-0014-19	Initial Investigation (2)
H-0035-0008-19	Final Review
H-0038-0009-19	PC/Conciliation
E-0040-0015-19	Initial Investigation
H-0043-0010-19	Final Investigation
E-0044-0016-19	Initial Investigation (2)
H-0045-0011-19	Intermediate Investigation
H-0046-0012-19	Intermediate Investigation
H-0047-0013-19	Mediation
E-0048-0017-19	Initial Investigation (2)
E-0049-0018-19	Mediation
ED-0051-0001-19	Initial Investigation (2)
H-0052-0014-19	Initial Investigation
E-0060-0019-19	Initial Investigation (2)
E-0061-0020-19	Initial Investigation (2)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Initial Investigation
E-0068-0022-19	Initial Investigation (2)
E-0069-0023-19	Initial Investigation
E-0070-0024-19	Initial Investigation
E-0071-0025-19	Initial Investigation (2)
H-0076-0019-19	Initial Review / Screening
H-0077-0020-19	Initial Review / Screening
H-0078-0021-19	Initial Review / Screening
ED-0081-0002-19	Mediation
E-0082-0026-19	Initial Investigation (2)
E-0084-0027-19	Mediation
E-0085-0028-19	Initial Investigation (2)
H-0088-0024-19	Initial Review / Screening



CASE STATUS REPORT
Monthly Summary
July 01 , 2019 THRU July 31 , 2019



Case Listing for 2019

E-0091-0029-19	Initial Review / Screening
H-0092-0026-19	Initial Review / Screening
E-0094-0030-19	Mediation
E-0095-0031-19	Initial Investigation
H-0097-0028-19	Opened
H-0099-0030-19	Opened
NJR-0100-0030-19	Initial Review / Screening
PA-0102-0005-19	Opened
H-0103-0031-19	Opened
E-0104-0032-19	Initial Review / Screening
E-0105-0033-19	Initial Review / Screening
E-0106-0034-19	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report July 2019

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report July 2019

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:47 PM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR July 2019

I. CASE STATUS

1. One “right to sue” letter was issued in the month of July.
2. During the month of June one employment case settled in mediation; two employment cases settled in conciliation. The first case that settled in conciliation involved discrimination on the basis of a sex relating to an allegation that the Complainant was subjected to sexual harassment and subsequently terminated because of her gender, replaced by a male. The case settled for \$9500.00 and relief in the public interest. The next case involved allegations of race discrimination, the Complainant alleges that she was reassigned because her employer’s customer did not want to receive service from the Complainant, because of her race. This complaint settled for \$8000.00 and relief in the public interest. The case that closed in mediation related to allegations of race discrimination, where Complainant was subjected to racial slurs and subsequently terminated after complaining about the race based discrimination. The complaint settled for \$15,000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director worked on upcoming Back to School event.
2. Director worked with HUD on fair housing case.
3. Director worked on litigation.
4. Director met with HR.
5. Director met with DOJ.
6. Director conducted DCRC harassment training.
7. Director reviewed decision on litigation regarding Commissioner’s status.
8. Director met with data committee for OQC collaboration.
9. Director participated in conciliation.
10. Director worked on litigation issue with the Housing Analyst.
11. Director attended civil service meeting.
12. Housing Analyst and Director worked on MEI report.
13. Housing Analyst worked on housing investigations.
14. Housing Analyst worked on housing inquiries.
15. Housing Analyst prepared and transferred cases to HUD.
16. Housing Analyst worked on case resolutions.
17. Housing Analyst helped train new mediation coordinator.
18. Housing Analyst and Director attended call with HUD Compliance Manager on an investigation.
19. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DCAP
2. Litigation appeal
3. Ongoing commissioner training

IV. NEW BUSINESS

1. Back to school giveaways

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0120-0056-16

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:19 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0059-0029-18

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:20 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0022-0008-16

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:19 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0100-0047-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:20 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Meeting Location

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:21 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Evaluation

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:21 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director Wage Increase

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:22 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
ED-0118-0002-15

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:22 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
H-0081-0008-17

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:23 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
PA-0132-0011-14

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:23 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
H-0123-0026-14

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:23 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Email Format

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:24 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
February 4, 2019 Resolution

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	8/9/2019 - 3:25 PM