



CHRO TIMES



May 2013

Eliminating discrimination through Enforcement, Education & Advocacy

70 YEARS AND COUNTING

CHRO celebrates 70 years of civil rights law enforcement on Tuesday, **May 14, 2013** on the north steps of the state Capitol from **1:00-4:00**. Speakers from various branches of government will celebrate the accomplishments of CHRO and the advancement of civil rights in the state of Connecticut over the past 70 years. The event is free and open to the public. A reception will follow the event in the North Lobby of the Capitol from **4:00-6:00**.



Commissioner Tracey Gove

The Chief of Police of West Hartford, Tracey Gove also serves as a Commissioner of the CHRO—the oldest governmental civil rights agency in the nation. As Chief of Police, Gove's primary role is the safety and security of the residents of West Hartford. However, Chief/Commissioner Gove not only advocates for equality in his role as a Commissioner of the CHRO, but has a history of commitment to civil rights. He currently sits on the Commission for Racial Justice and Equality and before becoming the Chief of Police he organized a class on racial profiling where implicit bias was the focus. Four hundred officers benefited from this innovative program. He also has met with the West Hartford Human Rights Commission with the goal of re-energizing the Commission and supporting civil rights in the Town of West Hartford. With all of this activity related to ensuring that the civil rights of the public are protected, he spoke most passionately about an advisory board that he agreed to sit on that will evaluate the public safety needs of the top seven non-English speaking groups in West Hartford—Spanish, Vietnamese, Portuguese, Russian, Chinese and Nepalese. Commissioner Gove continues his civil rights advocacy through his service to the CHRO.

A DAY AT THE CAPITOL

During this legislative session the CHRO is concentrating its efforts on a technical amendment bill, which will make the CHRO more efficient and equalize protections for all of the protected classes covered under the state's anti-discrimination laws. Legislative Liaison Jim O'Neill says, "the most important aspect of this bill, is that it makes the statues more user friendly for those who are protected by them." "Our goal is to simplify statues and make them accessible to the individuals we protect. The CHRO is dedicated to making sure the general public understands their rights to be treated fairly and equitable.

Affirmative Action—Final edits are being made to the Affirmative Action Regulations.

Contract Compliance-- On May 14, 2013, the Contract Compliance Unit will have training for subcontractors of a major Turner project at the University of Connecticut Health Center. Subcontractors will receive instructions on preparing their Affirmative Action or Set Aside Plans.

LEGAL UPDATE



The legal division, which consists of 7 Human Rights Attorney 3s, 1 Principal Attorney, and a paralegal continue to mediate cases pending investigations and litigate cases at public hearing and in state court. Additionally, as resources allow, the legal department provides free training on the CHRO's complaint process to businesses and non-profit organizations through the Agency's Business Training Institute and Speaker's Bureau. This quarter, CHRO Attorneys Fox, Sharp, Simonetti, Jacobsen, Dumas Keuler and Kent provided training through the Institute or the Speaker's Bureau.

A significant favorable decision regarding the CHRO was released this month. **Assistant Attorney General David Teed**, who is assigned to represent the CHRO, was successful in defeating a Motion to Dismiss in *NERAC v. CHRO*. After a highly contested case where NERAC, through counsel, filed for an injunction, a reversal of a CHRO decision and the dismissal of five age discrimination cases filed against the company, a Superior Court Judge ruled in favor of the CHRO. The Court held that the Plaintiff failed to exhaust their administrative remedies; that the court lacked subject matter jurisdiction, sovereign immunity applied and that the plaintiff's failed to demonstrate a deprivation of constitutional rights. Congratulations to David Teed and the CHRO who emerged victoriously.

REGIONAL NEWS

On April 19, 2013, CHRO Investigator Amanda Posila delivered outreach and community education to two Health Promotion classes in the Public Health Department. The topic of the discussion was: History of the Civil Rights Movements/Overview of CHRO.

UPCOMING EVENTS

***70th Anniversary Celebration**—will be held on **May 14, 2013** on the north steps of the state Capitol from **1:00-4:00** with a reception to follow from **4:00-6:00**.

***Kids Speak**—will be held on **May 22, 2013** at **University of Connecticut, School of Law** from 9:00-1:30.

***Kids' Court**-- The final Kids' Court Competition will be held on **June 6, 2013** at the State Capitol in the Old Judiciary Room.