

# MINUTES

Monday, August 8, 2016



Sioux Falls  
Human Relations  
Commission

12 Noon—1 p.m.  
Commission Room  
First Floor, City Hall

## Commissioners:

Present: Sarah Bouwman, Deborah Deng, John Jones, Jack Mortenson, Bill Wood, Alex Ramirez, Henry Scere, Joanne Haase, James Larson

Absent: Stephen Brennan

Staff: Colleen Moran, Assistant City Attorney; Ryan Sage, Assistant City Attorney

DAC Member Present: Walter Schaefer

Guests Present: Pat Anderson, Sioux Falls Argus Leader

## 1. Call to Order/Welcome Guests

Commissioner Jack Mortenson called the meeting to order at 12:02 p.m.

## 2. Approval of Minutes

Haase moved to approve the June 16, 2016 meeting minutes. Larson seconded the motion. The minutes were unanimously approved.

## 3. Disability Awareness Commission Report – Provided by Schaefer

A. DAC did not hold a July meeting. However, the Commission continues to examine ways in which to make disability issues and the Commission more visible.

B. The commission voted to move the DAC report portion of the agenda to earlier in the meeting, beginning at the next scheduled meeting.

## Civil Rights Update

A. The Department of Justice announced it had filed suit against Harris County, Texas, over polling place accessibility for voters with disabilities. The suit alleges that many polling places in Harris County have architectural barriers that make them inaccessible to voters who use wheelchairs or have mobility issues or who are blind or have vision impairments.

B. Your Health Team, LLC, is a home health agency that provides nursing and home health care in the Dallas/Fort Worth area. It agreed to pay \$20,000 and provide other relief to settle a pregnancy discrimination lawsuit brought by the EEOC. According to the EEOC's lawsuit, after Your Health Team learned of an employee's pregnancy, it

ordered her to obtain a doctor's note. Even though the doctor's note indicated the employee could return to work, the company fired her just minutes after she furnished the note.

- C. Dunkin' Donuts Franchise agreed to pay \$150,000 to settle a sexual harassment lawsuit. According to the lawsuit, a store manager subjected female employees, whom were in their teens at the time, to sexual harassment. In one instance, after a 20-year-old female refused to have sex with the manager, he hit her and cursed and yelled at her. When the employee contacted the police, the manager fired her.

#### 4. Appointment of Case Panel

Because of the workload in the upcoming month, the case panel will consist of Commissioners who are available

#### 5. Continuing Business

- A. Mortenson inquired about the budget and the progress on revisions for Chapter 98. Moran indicated budget information will be discussed at the next meeting, and there was nothing new to report on Chapter 98 revisions.

#### 6. New Business

##### A. Human Relations Office Update

- a. The Human Relations Office has moved to the first floor of City Hall. Ryan Sage has been hired as an Assistant City Attorney.

##### B. Compassionate Sioux Falls

- a. Compassionate Sioux Falls recently held a "Living Library" event at the Downtown Library. Siouxland Libraries partnered with Compassionate Sioux Falls in hosting the event. Approximately 39 members of the public attended and had the opportunity to visit with approximately 9 "books". Plans are to continue with this project.

##### C. Humanitarian Award Event

- a. Discussion was held regarding the Humanitarian Award event. This year will mark the tenth anniversary of the event. Options were discussed and plans will be finalized at a later time.

#### 7. Additional Continuing Business

- A. Mortenson asked the commission to look over the HRC ordinances and information as he would like to spend a portion of each upcoming meeting discussing the commission's duties and the support it can provide to the Human Relations Office.

#### 8. Adjournment

Having no further business, Commissioner Wood moved to adjourn; Bouwman seconded. The meeting adjourned at 12:54 p.m.

*Minutes respectfully submitted by Colleen Moran.*