

MINUTES

Thursday, October 8, 2015



Sioux Falls
Human Relations
Commission

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

Commissioners:

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

Absent: Stephen Brennan, Vicki Harkness, James Larson, Colleen Moran – Human Relations Manager

Staff: Tina Lemieux, Human Relations Technician

DAC Member Present: Walter Schaefer

Guests Present:

1. Call to Order/Welcome Guests

Chairperson Haase called the meeting to order at 12:01 p.m.

2. Approval of Minutes

Mortenson moved to approve the September 10, 2015 meeting minutes. Wood seconded the motion. The minutes were unanimously approved.

3. Civil Rights Update

Cases involved a claim of discrimination based on pregnancy. An international flight institution headquartered in California is alleged to have discriminated against a female aircraft mechanic. The mechanic alleged the company president discharged her after she notified him she was pregnant and had a medical condition. The flight institution entered into a seven-year conciliation agreement with the EEOC and the affected employee. Aside from monetary relief and reinstatement, the institution agreed to hire a full-time human resources manager to oversee all equal employment opportunity processes, review and revise the company's anti-discrimination policies and procedures and provide training for all employees on laws enforced by EEOC. The agreement further requires that the company maintain a record-keeping system to track and monitor complaints.

The second update involved a lawsuit based on sexual harassment and retaliation. In Colorado, two potato packing companies will pay \$450,000 and furnish other relief to settle a lawsuit for sexual harassment and retaliation. The company subjected more than a dozen women to regular verbal sexual harassment and unwelcome physical contact from a supervisor. EEOC also claimed that the companies unlawfully discharged three of the women in retaliation for refusing to submit to the harassment or making complaints about the harassment to other management officials. In addition to paying \$450,000 in monetary relief, the defendants in this recent case are also subject to a three-year consent decree which enjoins them from engaging in any future employment practice which

discriminates on the basis of sex, including sexual harassment, and from retaliating against individuals who oppose such practices. Additionally, the decree requires extensive training for employees, supervisors and human resources officials on employment discrimination laws; letters of regret to the affected women; posting a notice regarding employees' rights to be free of harassment and retaliation; distribution of EEO policies, including in Spanish; and establishing a consent decree monitor with various oversight responsibilities. The companies will also report to EEOC regarding compliance with the decree, and they have agreed to no longer employ the supervisor accused of sexual harassment.

4. Appointment of Case Panel A:

Bouwman, Harkness, Larson, Ramirez, and Scere

5. Continuing Business

- A. Outreach Committee: No new updates provided.
- B. Communications Committee: The Committee discussed the possibility of translating marketing materials into Spanish. The discussion was tabled until the November 12, 2015 meeting.
- C. Charter for Compassion: The next Charter for Compassion meeting will take place on Monday, October 26, 2015 at 12 p.m.
- D. Humanitarian Awards: The Humanitarian Awards are scheduled for Monday, October 26, 2015. Mortenson reported he will not be able to emcee the event. Ramirez volunteered to emcee in Mortenson's absence. Commission members will receive nominee information by Friday, October 9. Voting forms are due by Wednesday, October 14, 2015.
- E. Date/time of future HRC meetings – Mortenson moved to move the meetings from the second Thursday of each month to the second Monday of each month at noon. The motion was seconded by Scere. The motion was unanimously approved by the Commission. The new meeting time will be effective beginning January 2016.

6. New Business –

- A. Mortenson suggested using the first 40 minutes of the HRC meeting to discuss new and continuing business. Mortenson suggested using the last 20 minutes of each meeting as an opportunity for committees to meet. Commissioners agreed.

7. Disability Awareness Commission Report

- A. The Disability Awareness Commission did not meet in September. No updates provided.

8. Public Comment –

A. No public comment.

9. Adjournment

Having no further business Jones moved to adjourn. Bouwman seconded. The meeting was adjourned at 12:39 p.m.

Minutes respectfully submitted by Tina Lemieux.