

# MINUTES

Thursday, December 10, 2015



Sioux Falls  
Human Relations  
Commission

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

## Commissioners:

**Present:** Joanne Haase, John Jones, Alex Ramirez, Henry Scere, Bill Wood, Stephen Brennan,

**Absent:** Sara Bouwman, Vicki Harkness, James Larson, Jack Mortenson,

**Staff:** Tina Lemieux, Human Relations Technician, Colleen Moran, Human Relations Manager, Julie Briggs, Human Rights Community Coordinator

**DAC Member Present:** Walter Schaefer, Kevin Horner

**Guests Present:** Helen Hartmann, ADA Accessibility Board

### 1. Call to Order/ Welcome guests

Chairperson Haase called the meeting to order at 12:20 p.m.; guests from the Disability Awareness Commission and the ADA Accessibility Review Board were introduced prior to the official call to order.

### 2. Civil Rights updates

Moran provided information about two recent discrimination cases:

In the first case, the Equal Employment Opportunity Commission filed suit against Joy Underground Mining for violating the Genetic Information Non-discrimination Act (GINA), by requiring applicants to provide family medical history as part of the hiring process. GINA protects individuals against employment discrimination based on genetic information, including family medical history. GINA also prohibits employers from requesting, requiring or purchasing genetic information about applicants or employees, except in very narrow circumstances. The case is still pending.

The second case involved pregnancy discrimination in employment. CFS Health Management, a medical practice specializing in cosmetic skin care treatments, agreed to pay \$37,000 and meet other requirements to settle the case. In the case, an employee alleged she was fired just two days after informing the company's owner of her pregnancy. When the employee questioned why she was terminated, the employer informed her that she had deceived the company by not disclosing her pregnancy during the interview.

### 3. Year-End Review

Members (and staff) from the Human Relations Commission, the ADA Accessibility Review Board, and the Disability Awareness Commission provided reports on projects and events undertaken in 2015 by each board.

**ADA Accessibility Review Board (Colleen Moran provided the report)**

**2015 Projects included:**

- ADA CURB RAMP IMPROVEMENTS
- Sculpture Walk
- Diamond Creek Bike Trail
- Prairie Hills West Park
- Main Avenue Road Diet
- Event Center Step Markings
- Complete Streets
- Spellerberg Aquatic Center
- 2015 I-codes
- Paladino Sculpture Garden

The Board also met with Terry Torkildson, General Manager of the PREMIER Center, to discuss ticketing at events.

The Board welcomed a new member and elected new officers.

Members of the City's Emergency Preparedness team presented to the Board.

**Disability Awareness Commission (Walter Schaefer provided the report)**

**2015 Projects/Events included:**

- ArtAbility 2015
- The 25<sup>th</sup> Anniversary of the ADA Celebration
- "Spread the Word to End the Word" campaign
- White Cane Law Day

The DAC continued work on the Citizens on Parking Patrol project.

The DAC welcomed a new member and elected new officers.

Members of the City's Emergency Preparedness team presented to the Commission.

The 2016 ArtAbility art exhibit will take place at the Museum of Visual Materials in March and April; the artists' reception will take place on April 8.

**Human Relations Commission (Bill Wood provided the report)**

**2015 Projects included:**

- An information booth at the Cinco de Mayo event
- An information booth at the Festival of Cultures event
- An information booth at the Pride Festival

- An information booth at the Juneteenth celebration
- An information booth at the 25th Anniversary of the ADA Celebration
- Sponsorship of the City's Community Connections program
- Sponsorship of the 2015 Humanitarian Awards
- Establishment of Compassionate Sioux Falls

The HRC welcomed a new member in 2015.

The HRC received 21 formalized complaints and resolved 21 complainants.

The Human Relations Manager offered several trainings to various businesses and organizations in the community.

**Adjournment** – At 1:00 p.m., Bill Wood moved to adjourn the meeting; John Jones seconded the motion; the meeting was adjourned.

**Minutes respectfully submitted by Julie Briggs**