

MINUTES

Monday, March 14, 2016



Sioux Falls
Human Relations
Commission

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

Commissioners:

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

Absent: Alex Ramirez

Staff: Julie Briggs, Human Rights Community Coordinator, Colleen Moran, ADA Manager

DAC Member Present: Walter Schaefer

Guests Present:

1. Call to Order/Welcome Guests

Commissioner Joanne Haase called the meeting to order at 12:04 p.m.

2. Approval of Minutes

Wood moved to approve the February 8, 2016 meeting minutes. Mortenson seconded the motion. The minutes were unanimously approved.

3. Civil Rights Update

A. WASHINGTON - The U.S. Equal Employment Opportunity Commission (EEOC) announced today that it has filed its first two sex discrimination cases based on sexual orientation. The federal agency's Philadelphia District Office filed suit in U.S. District Court for the Western District of Pennsylvania against Scott Medical Health Center, and, in a separate suit, in U.S. District Court for the District of Maryland, Baltimore Division, against Pallet Companies, dba IFCO Systems NA.

In its suit against Scott Medical Health Center, EEOC charged that a gay male employee was subjected to harassment because of his sexual orientation. The agency said that the male employee's manager repeatedly referred to him using various anti-gay epithets and made other highly offensive comments about his sexuality and sex life. When the employee complained to the clinic director, the director responded that the manager was "just doing his job," and refused to take any action to stop the harassment, according to the suit. After enduring weeks of such comments by his manager, the employee quit rather than endure further harassment.

In its suit against IFCO Systems, EEOC charged that a lesbian employee was harassed by her supervisor because of her sexual orientation. Her supervisor made numerous comments to her regarding her sexual

orientation and appearance, such as "I want to turn you back into a woman" and "You would look good in a dress," according to the suit. At one point, the supervisor blew a kiss at her and circled his tongue at her in a suggestive manner, EEOC alleged.

B. February 2, 2016: *Top Warehouse Manager Abused Women and Promoted a Culture Condoning Such Misconduct, Federal Agency Charged*

NEW HAVEN, Conn. - FYC International Inc., a manufacturer and wholesaler of women's and children's clothing and accessories that is no longer in operation, will pay \$80,000 and provide other relief to settle a sexual harassment lawsuit by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today.

According to EEOC's lawsuit, the FYC warehouse manager regularly subjected female workers to inappropriate sexual comments, gestures, propositions and physical touching. He also offered several female workers money in exchange for sex. EEOC charged that the manager's sexual harassment was so well known in the warehouse that male workers followed his lead and harassed female employees through inappropriate sexual comments and gestures.

Such alleged conduct violates Title VII of the Civil Rights Act of 1964. EEOC filed its lawsuit in U.S. District Court District of Connecticut (Case No. 3:14-CV-01414) after first attempting to reach a pre-litigation settlement through its conciliation process.

The consent decree settling the suit, signed by Judge Vanessa L. Bryant on March 8, 2016, provides that FYC will pay \$80,000, to be divided among the three charging parties and their counsel.

4. Appointment of Case Panel B:

Steve Brennan, John Jones, Jack Mortenson, Deborah Deng, Bill Wood

5. Continuing Business

A. Compassionate Sioux Falls – Discussed Spotlight- CASA will be the spotlight for April, quarterly event- Planting The Seeds Of Compassion, March 31- 5:30 p.m. to 7:00 p.m. Augustana University Morrison Commons – 3-in-1 Room (2nd floor) We will recognize Goodwill and Sammons Financial Group

B. Cinco de Mayo – May 7th

C. Festival of Cultures – June 11th

D. SF Pride – June 18th

E. Signup sheets to volunteer to work the booth were available for each event with two hour time slots – The signup sheets will also be made available for the DAC members to volunteer

F. Discussion on Booths - are they worth the time we put in? They do bring awareness to the Human Relations office.

6. New Business –

A. What does HRC do? Discussion on information to we should hand out at the booths and information we should share with the public – We will have further discussion on this next month

7. Disability Awareness Commission Report

A. ArtAbility – Deadline was the 29th of January. Art will be on display March and April, April 8th will be the reception

B. Ski Event was held February 20th out at Great Bear Ski Resort

8. Public Comment

9. Adjournment

Having no further business, Commissioner Mortenson moved to adjourn; Bouwman seconded. The meeting adjourned at 12:39 p.m.

Minutes respectfully submitted by Julie Briggs.