

Alachua County Advisory Boards  
Annual Workplan and Accomplishments  
**FY24**

**Date:** April 5, 2024

**Board/Committee Name:** Human Rights Board

**Members:** Chair, Aaron Kelley (Attorney), Joanna Andrews (Citizen-at-Large), Erin Field (Citizen-at-Large), LeAnn Campbell, (Citizen-at-Large), Jaclyn Trenteseaux (Citizens Disability Advisory Committee Representative)

**Staff Support:** Chandra Hampton, Jill Weinsier; Courtney Wilson, Sr. Assistant County Attorney

**Board Liaison:** Jacqueline Chung, Equal Opportunity Manager

**Brief History of Committee:** The Fair Housing Board originated when the “Fair Housing Ordinance” of Alachua County was established in 1988. The Human Rights Board was created when the “Human Rights Ordinance” was established in 1992. The two boards became the Human Rights Board when the ordinance was amended in 2013. Members are appointed by the Board of County Commissioners. The Human Rights Ordinance prohibits discrimination in Employment, Housing and Places of Public Accommodation and is applicable to alleged discriminatory practices within the geographic boundaries of Alachua County (except if a municipality opts out or has its own prevailing ordinance such as the City of Gainesville).

The Human Rights Board (HRB) makes determinations on complaints of discrimination filed under the Human Rights Ordinance and investigated by the Equal Opportunity Office. The Equal Opportunity Manager presents a final investigative report and recommendations to the HRB. Based on the results of the investigation, the HRB renders a determination as to whether there is sufficient evidence to find that a violation of the Human Rights Ordinance occurred.

**FY23 Accomplishments:**

- Reviewed discrimination complaints presented by the Equal Opportunity Manager including:
  - Housing Complaint based on Age and Disability with a Determination of No Probable Cause.
  - Housing Complaint based on Being the Victim of Domestic Violence, investigated and Administratively Closed.
  - 1 Housing Complaint and 1 Public Accommodations Complaint based on Disability Access; addressed with the assistance of Code Enforcement.
  - ERAP Complaint based on Race with a Determination of No Probable Cause.

- Public education and outreach events included:
  - Public service announcements on Channel 12 throughout Fair Housing Month (April) on discriminatory housing practices.
  - Presentation to housing providers/stakeholders in April on the Fair Housing Ordinance and local housing protections.
  - Outreach efforts on the County's anti-discrimination ordinances and the programs and services of the Equal Opportunity Office at Waldo Branch Library and Cone Park Branch Library. Also participated in 2 community outreach events for veterans.
  - Participation in the annual 5<sup>th</sup> Avenue Cultural Arts Festival, distributed information on the Human Rights Ordinance, equal opportunity/equal access laws, wage theft and small business program.
  - Presented the 13<sup>th</sup> Annual Gainesville-Alachua County Employment Law Seminar, in partnership with the City of Gainesville (see flyer attached). A popular event providing free, high-quality employment law training for local public and private employers. 150 people attended last year's seminar, an increase over the 136 who participated in the previous year.

**Goals & Objectives for FY24:**

- Review the investigative findings and recommendations of the EO Manager and render determinations on discrimination complaints.
- Assist the Equal Opportunity Office in public education and outreach events on the Human Rights Ordinance and prohibitions against discriminatory practices in employment, housing and public accommodations.
- FY24 outreach efforts include:
  - A Housing Resource Fair to be held on April 29, 2024 at Cone Park Library.
  - Public service announcements on Channel 12 throughout the month of April on discriminatory housing practices.
  - 13<sup>th</sup> Annual Gainesville-Alachua County Employment Law Seminar on June 26, 2024.
  - A Disability Awareness Expo on July 24, 2024.
  - Participating in community festivals/outreach events to promote the Human Rights Ordinance, Wage Recovery Ordinance and the programs and services of the Equal Opportunity Office.
- Present the annual workplan/report to the County Commission.