

Alachua County Advisory Boards  
Annual Workplan and Accomplishments  
**FY25**

**Date:** March 10, 2025

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

**Members:** Chair: Aaron J. Kelley (Attorney), Vice Chair: LeAnn Campbell, (Citizen-at-Large), Amy Fox (Residential Rental Manager), Jaclyn Trenteseaux (Citizens Disability Advisory Committee Representative), Joanna Andrews (Citizen-at-Large)

**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.

**FY24 Accomplishments:**

- Reviewed discrimination complaints presented by the Equal Opportunity Manager including:
  - 1 Public Accommodations Complaint based on Race, Color, National Origin and Sex; reasonable cause finding.
  - 2 Public Accommodations Complaints based on Race and Sex; reasonable cause finding.
  - 1 Public Services Complaint based on Disability Access; settled.
  - 1 Title VI Complaint based on Religion; administratively closed.
  - Technical assistance provided on intakes and non-jurisdictional complaints.

- Public education and outreach events included:
  - A Housing Resource Fair at Cone Park Library during Fair Housing Month, in conjunction with public service announcements on discriminatory housing practices and protections under County ordinance.
  - 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.
  - Co-sponsored the 14<sup>th</sup> Annual Gainesville-Alachua County Employment Law Seminar, in partnership with the City of Gainesville. A popular event providing free, high-quality employment law training for local public and private employers. Click on the [Employment Law Seminar Flyer](#) to view the topics and presenters.
  - Participation in small business outreach events such as the SBE Matchmaker Event and UF Small Business Relations conference.
  - Career Fairs at: Alachua County Library District, City of Gainesville, UF, FSU, Florida State College of Jacksonville, Sante Fe College, local and state universities and Santa Fe High School.
  - 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.

#### **Goals & Objectives for FY25:**

- 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.
- FY25 outreach efforts include:
  - 2<sup>nd</sup> Annual Housing Resource Fair, in partnership with public-private community housing advocates, to be held on April 26, 2024.
  - 15<sup>th</sup> Annual Gainesville-Alachua County Employment Law Seminar in June of 2025.
  - Disability Awareness Expo on July 23, 2025.
  - Collaborating with other County programs to conduct expanded outreach efforts in the unincorporated areas and rural communities; participate 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.