

Alachua County Advisory Boards
Annual Workplan and Accomplishments
FY26

Date: March 26, 2026

Board/Committee Name: Human Rights Board

Members: Chair: Aaron J. Kelley (Attorney); Vice Chair: LeAnn Campbell (Citizen-at-Large); Amy Fox (Residential Rental Manager); Niusha Kazemi (Citizens Disability Advisory Committee Representative); Rachel Atkins (Citizen-at-Large); Jessica Schuler (Citizen-at-Large); Soorya Lindberg (Citizen-at-Large) and Andrea Engativa (Alternate Citizen-at-Large)

Staff Support: Chandra Hampton; Jill Weinsier; Courtney Wilson, Sr. Asst 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 (EO) 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. The HRB meets as needed when there is business to conduct.

FY25 Accomplishments:

- Participated in training on Public Records/Government in the Sunshine, Human Rights Ordinance, theories of discrimination and evidence analysis.
- Received EO Manager’s updates on complaint intakes, referrals, informal

resolutions and technical assistance provided on non-jurisdictional complaints. Rendered determination on an employment discrimination complaint based on national origin, and issuing a no reasonable cause finding.

- Supported 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.
- Public education and outreach events included:
 - Participation in the Annual 5th Avenue Cultural Arts Festival, distributed information on the Human Rights Ordinance, equal opportunity/equal access laws, wage theft and small business program.
 - Hosted a Housing Resource Fair with community partners.
 - Co-sponsored the 15th 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. See flyer attached.
 - Co-sponsored the annual Disability Awareness Expo, in partnership with the City of Gainesville. Showcasing advancements in technology, products, services and local resources for individuals with disabilities.
 - Participation in small business outreach events.

Goals & Objectives for FY26:

- Review the investigative findings and recommendations of the EO Manager and render determinations on discrimination complaints.
- Assist the Equal Opportunity Office in reviewing the Human Rights Ordinance in light of new state regulations.
- Support/participate in public education and outreach efforts.
- Present the annual workplan/report to the County Commission.