

**Sullivan County Human Rights Commission
Minutes of the Monthly Meeting
Thursday, December 17, 2015**

Present: Gabriel, Eric, Peggy, Roland, Kathie Sam.
Meeting called to order at 5:40 p.m.

- I. Approval of last month's minutes: Peggy made a motion, all approved.
- II. Executive Director's Report
 - A. Kathie, Gabriel and Judy were reappointed to the HRC by the Legislature
 - B. Eric and Judy attended the Legislative Committee to report on the Human Rights Commission. They gave an overview of the processes and projects of the Commission: complaint procedures, Anti-bullying School Program, forums, Everyday Democracy.
- III. Executive Committee Report
 - A. Meeting held Dec. 2
 - B. We need applications for one more Commissioner (Peggy spoke to Justin; Sandy Oxford has a possibility)
- IV. Issues Committee Report

Three employment complaints of discrimination

 - A. Complaint of discrimination based on criminal record. Complainant had passed background check when initially hired, but then was not passed when he had a new check based on the need to be licensed, even though other employees in that job category did not need to be licensed. Dragging of feet and loss of paperwork. Employee was demoted to a lower salary level and his pay was cut. Eric filed the paperwork.
 - B. Complainant working at a local warehouse was terminated for "insubordination." He claimed racial discrimination, alleging that he was treated differently than other employees, who are white.
 - C. Complainant was an employee for 10 years in a facility for developmentally disabled. A resident disappeared (he was hiding as a prank), and the complainant was held responsible and fired without a hearing. He is claiming racial discrimination, and Eric filed the paperwork.

V. Outreach Committee Report

- A. Everyday Democracy: Peggy has been contacting people who signed on to help with organizing. That meeting will be Dec. 30. Marty Colavito is recruiting people who are interested in participating in the next “Mini-organizing Clinic” to be held Jan. 9 at Federation for the Homeless.
- B. Anti-Bullying School Program – First of 3 workshops at Cooke School held on Dec. 10, facilitated by Judy, Desmond, Lorraine and Kathie. Next on will be Jan. 21.
- C. Sam is interested in some kind of public forum to discuss misconceptions about Islam and terrorism. He is waiting for approval from Islamic scholars in order to be able to speak on behalf of them – but he is willing and able to speak to the community on his own perspective. Kathie will contact Dick Riseling to see if he can help schedule a radio show.

VI. Old Business

- VII. New Business – Kathie will be out of the country for the next 3 meetings. Discussion of who will take minutes. Gabriel volunteered that it was possible to Skype the meetings with his Very-Smart phone. Kathie is willing to do that if Gabriel can set up the technology.

VIII. Public Comment

- IX. Adjournment: Paggy MAM; approved by all at 6:37 p.m.