

GOVERNOR'S OFFICE *of* PROGRAMS *and* PLANNING

LOUISIANA COMMISSION ON HUMAN RIGHTS' NEWSLETTER

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A CLOSER LOOK AT

OUR COMMISSIONERS

Tamara K. Jacobson, Esq. of New Orleans, is the owner of the Law Offices of Tamara K. Jacobson and a board member for the YWCA and the Jewish Federation of Greater New Orleans. In 2000, Ms. Jacobson was appointed by Governor Foster as a Commissioner to the Louisiana Commission on Human Rights. She served in that capacity throughout the administration of Governors Blanco and Jindal. Ms. Jacobson is a graduate of the University of Alabama (Criminal Justice, with a minor in English) and Tulane University School of Law (Juris Doctor).

Julia Mendez, of New Orleans, is a principal business consultant for the Workforce Compliance and Diversity solutions division and a team member of the People Fluent Research Institute. She is graduate of the University of New Orleans Undergraduate (General Business Administration) and Graduate Masters of Business Administration. She also has a degree in professional counseling from Liberty University.

F. Clayton Latimer, Esq., of New Orleans, is an attorney in private practice and a contract attorney with Southeast Legal Services where she represents children in abuse and neglect cases. She is graduate of Louisiana State University and Loyola University New Orleans School of Law (Juris Doctor).

Richard G. Perque, of New Orleans, is a civil law mediator, and attorney. He recently completed a term on the Human Relations Commission of the City of New Orleans. Mr. Perque is graduate of Loyola University New Orleans Undergraduate and Loyola University, School of Law.

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Angela Faulk, of Abbeville, is self-employed abstractor for her business, RED Angel Ventures, LLC. and member of the Lafayette Association of Professional Landsmen. She is graduate of the University of Louisiana at Lafayette (Elementary Education and Teaching).

Terry L. Jackson, of Bossier City, is a skilled registered nurse with seventeen years' experience in telemetry and cardiology. She is a graduate of Northwestern University (Master's degree in Nursing). Ms. Jackson is a registered nurse with the United Home Health Care and a dance instructor for her dance studio.

Courtney L. Hunt, of Baton Rouge, is currently employed by the Governor's Office of Homeland Security Emergency Preparedness as a Problem Resolution Officer. She is a graduate of Southern University and Agricultural and Mechanical College undergraduate (Political Science and Government) and graduate program (Master's in Public Administration).

RECENT COMMISSIONER MEETINGS

Tuesday, October 25, 2016

Tuesday, February 21, 2017

LOUISIANA COMMISSION ON HUMAN RIGHTS

Women Leaders of Africa in the International Visitor Leadership Program at the Old State Capitol Building



to fight discrimination, procedures, investigation and mediation by highlighting specific examples of discrimination against women, to discuss the Commission's enforcement powers relative to issues such as breast feeding in public, religious discrimination, and etc.

During this meeting, the visitors learned how women leaders and organizations actively engage in mediating conflicts and disputes arising from socioeconomic, ethnic, religious and regional differences. The visitors were also familiarized with constitutional, judicial and legislative processes and practices that promote gender equality and protect women's human rights.

The meeting was held in the Executive Board Room of the Louisiana Old State Capitol Building.

The International Visitor Leadership Program was created by the Office of International Visitors, Bureau of Educational and Cultural Affairs and US Department of State to permit international visitors in leadership to travel abroad in support of initiatives, such as Women Leaders: Promoting Peace and Security. While visiting the state of Louisiana, the women leaders, comprised from the following countries: Cameroon, Republic of Congo, Democratic Republic of the Congo, Cote d' Ivoire, Guinea, Kenya, Mali, Mauritania, Niger, Senegal, South Africa, Togo and Uganda. The leaders traveled from New Orleans to Baton Rouge to learn about the Louisiana Commission on Human Rights' and the Governor's Office on Women's Policy work





Presentations were provided by Dr. Shanta Proctor, *Director of the Office on Women's Policy*, Dr. Leah Raby, *the Executive Director of LCHR*, Johnny Anderson, *Deputy Chief of Staff for Programs and Planning*, Erin Sanders, JD, *Investigator*, Desha Gay, Esq., *Executive Assistant/EO Supervisor*, and Iriane Lee, Esq., *EO Specialist/Investigator*.



Invisible Forms of RACISM

Racial Discrimination refers to the practice of treating individuals differently because their race or color. Under Title VII of the Civil Rights Act of 1964, race discrimination is prohibited in the workplace. It is also prohibited regarding public accommodations; and banking and lending practices.

OLD FASHIONED
Characterized by beliefs in the biological inferiority of blacks, support for segregation of the races and formal racial discrimination.

COVERT RACISM
Disguised and subtle, rather than public and obvious. It discriminates against individuals through often unnoticeable or seemingly passive methods.

AVERSIVE
Negative evaluations of racial/ethnic minorities are realized by a persistent avoidance of interaction with other racial and ethnic groups.

IMPLICIT
An individual's utilization of unconscious biases when making judgments about people from different racial and ethnic groups. It is an automatic negative reaction to someone of a different race or ethnicity than one's own.

MODERN PREJUDICE
The subtle negative attitudes that are directed toward stigmatized groups such as African-Americans, Latinos; and gay men and lesbian women.

QUICK GUIDE

| | EEOC | LCHR | OSC |
|---------------------------------------|--|---|--|
| TYPE OF DISCRIMINATION | Race, color, religion, gender, national origin, sex, disability, genetic information, pregnancy, age and retaliation | Race, color, religion, gender, national origin, sex, disability, genetic information, pregnancy, age and retaliation | National origin citizenship status, document abuse and retaliation |
| NECESSARY EMPLOYEE SIZE | 15 or more | 25 or more | For national origin: 4 to 14 employees For citizenship status and document abuse; 4 or more employees |
| PROTECTED WORKERS | All workers, including undocumented aliens | All workers, including undocumented aliens | For national origin and document abuse: all work authorized individuals For citizenship status: U.S. Citizens, some legal permanent residents, asylees, refugees |
| PROHIBITED ACTS | Hiring, firing, recruitment/referral for a fee, terms and conditions of employment | Hiring, firing, recruitment/referral for a fee, terms and conditions of employment | Hiring, firing, recruitment/referral for a fee, terms and conditions of employment |
| AVAILABLE RELIEF | Back pay, front pay, reinstatement, compensatory/punitive damages, injunctive relief and attorney's fees | Back pay, front pay, reinstatement, compensatory/punitive damages, injunctive relief and attorney's fees | Back pay, front pay, reinstatement, civil penalties, injunctive relief and attorney's fees in limited circumstances |
| CHARGE FILING DEADLINE | 180 days from the date of the alleged violation 300 days in deferral states | 180 days in non-deferral states 300 days in deferral states | 180 days in non-deferral states 300 days in deferral states |
| HOW TO FILE A CHARGE WITH EEOC | Call the EEOC's toll-free number: 1-800-664-9400 or 1-800-669-6820 (TTY); You may also write the office at: The Hale Boggs Federal Building 500 Poydras St. Room 809 New Orleans, LA 70130 | Call the LCHR (225) 342-6969 or download on-line application www.lchrgov.com/lchr | Mail, email or fax a completed charge form. Charge forms can be downloaded from internet or you can request them by calling the OSC Employer hotline: 1-800-255-8155 or OSC Employee Hotline: 1-800-255-7688 Fax: (202) 616-5509 |
| AGENCY CONTACT INFORMATION | New Orleans Field Office 500 Poydras St. Suite 800 New Orleans, LA 70113 1-800-699-4000 www.eeoc.gov | Physical Address: 1001 North 23 rd St. Suite 268 Mailing Address: P.O. Box 94094 Baton Rouge, LA 70804 Tel. (225) 342-6969 Fax. (225) 342-2063 TTY (888) 248-0859 Website: www.lchrgov.com/lchr | United States Department of Justice Office of Special Counsel for Immigration Related Unfair Employment Practices www.justice.gov/crt/about/osc/ (Local) Department of Justice 1885 N. 3 rd St. Baton Rouge, LA 70802 Tel: (225) 326 – 6000 |

GOVERNOR JOHN BEL EDWARDS Annual Holiday Party at the Governor's Mansion



(L-R) Governor Edwards, First Lady Donna Edwards, and Dr. Leah Raby, Executive Director of LCHR



The Governor's Program and Planning Staff



(L-R) Iriane Lee, Desha Gay, Johnny Anderson, Dr. Leah Raby and Erin Sanders. Staff of the Louisiana Commission on Human Rights with Deputy Johnny G. Anderson.





HOLIDAY PARTY HOSTED BY THE DEPUTY OF PROGRAMS AND PLANNING, JOHNNY G. ANDERSON



Louisiana Commission on Human Rights Holiday Party in New Orleans hosted by COMMISSIONER RICHARD PERQUE



(L-R) Christa Davis, Erin Sanders, Iriane Lee, Commissioner Courtney Hunt, Commissioner Richard Perque, Commissioner F. Clayton Latimer and Dr. Leah Raby.



DIVERSITY

IN THE WORKPLACE



Diversity in the workplace refers to the variety of differences between people in an organization. Diversity encompasses race, gender, ethnic groups, age, personality, cognitive style, tenure, organizational function, education, background and more. Our nation and our workforce are both becoming more diverse. A diverse workforce combines workers from different backgrounds and experiences that together breed a more creative innovative and productive workforce. Here are a few tips and benefits when promoting diversity in the workplace:

Mutual Respect: Workplace diversity fosters mutual respect among employees when employees work in groups or teams comprised of coworkers with varying work styles or colleagues who represent different cultures and generations. Although an idyllic atmosphere may be difficult to achieve, employees; nevertheless, will recognize the many strengths and talents that diversity brings to the workplace and they gain respect for their colleague's performance.

Conflict Resolution: Conflict inevitably occurs in the work environment, but employees who acknowledge others' differences often also find similarities, particularly when there are common goals---production and quality. Respect for coworkers either reduces the likelihood of conflict or facilitates an easier road to conflict resolution.

Ward off change resistance with inclusion: Involve every employee possible in formulating and executing diversity in your workplace.

Implementation of diversity in the workplace plan: The personal commitment of executive and managerial teams is a must. Attitudes toward diversity originate at the top and filter downward. Management cooperation and participation is required to create a culture conducive to the success of your organization's plan.

Broader Service Range: A diverse collection of skills and experiences (e.g. languages, cultural understanding) allows a company to not only provide service to customers on a local and state basis but, on a national and global basis.

LOUISIANA WORKFORCE COMMISSION

JOB FAIR



CORTANA MALL

The staff members of the Louisiana Commission on Human Rights, Iriane Lee and Desha Gay, participated in a job fair hosted by the Louisiana Workforce Commission to inform residents of their rights in the workplace and provide resources for individuals who may be experiencing employment discrimination.



UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

The EEOC is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion sex (including pregnancy, gender identity and sexual orientation), national origin, age (40 or older), disability or genetic information. Also, it is illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. Most employers, including labor unions and employment agencies with at least 15 employees are covered by EEOC laws. In age discrimination, employers must have at least 20 employees. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages and benefits. If you believe you have been discriminated by an employer, labor union or employment agency when applying for a job or while on the job, or believe that you have been discriminated against because of opposing a prohibited practice or participating in an equal employment matter, you may file a charge of discrimination with the EEOC. The following laws are enforced by the EEOC and require filing a charge with the EEOC before a private lawsuit may be filed in court: Title VII (Title VII of the Civil Rights Act); ADA (Americans with Disabilities Act); ADEA (Age Discrimination in Employment Act); GINA (Genetic Information Nondiscrimination Act, excluding the Equal Pay Act (EPA).

The EEOC works with the Fair Employment Practice Agencies (FEPAs) and the Tribal Employment Rights Offices (TEROs) to manage charges of discrimination and the protection of the employment rights of Native Americans. The EEOC contracts with approximately 90 FEPAs nationwide to process more than 48,000 discrimination charges annually. These discrimination charges raise claims under state and local laws prohibiting employment discrimination as well as the federal laws enforced by the EEOC, FEPA, and TERO offices for the area covered by the Louisiana Commission on Human Rights (LCHR). For more information, visit: www.eeoc.gov

LOUISIANA COMMISSION ON HUMAN RIGHTS (LCHR)

The Louisiana Commission on Human Rights is committed to protecting the citizens of Louisiana from unlawful discriminatory practices. LCHR was established in 1988 by Act 866 in the 1988 Regular Session of the Louisiana Legislature and has been operating since 1993. The Louisiana Commission on Human Rights is the official entity mandated to process charges of discrimination, investigate alleged discriminatory acts, mediate disputes, and provide education and training related to discriminatory practices.

The Louisiana Commission on Human Rights is authorized by LSA-R.S. 23:301 et seq., as amended, cited as the Louisiana Employment Discrimination Law to handle complaints of discrimination based upon these enumerated basis: race, color, sex, age, disability, national origin, sickle cell trait, pregnancy, childbirth, and related medical conditions; genetics and retaliation and sexual harassment.

| | |
|--|--|
| RACE COLOR RELIGION SEX NATIONAL ORIGIN | <p>Title VII, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment, on the basis of race, color, religion, sex or national origin. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.</p> <p>In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment. Under Louisiana law, review revised statutes (RS) 23: 661-669.</p> |
| AGE | <p>The ADEA of 1967, as amended, protects qualified applicants and employees 40 years of age or older from discrimination on the basis of again in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.</p> |
| DISABILITY | <p>The ADA of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires the covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardships.</p> |
| SICKLE CELL TRAIT | <p>Under Louisiana law, review revised statute (RS) 23: 352 regarding the prohibition of sickle cell trait discrimination and exceptions.</p> |
| PREGNANCY, CHILD BIRTH AND RELATED MEDICAL CONDITIONS | <p>Pregnancy discrimination is an amendment to Title VII. Discrimination on the basis of pregnancy, childbirth or related medical conditions constitutes unlawful sex discrimination. Women who are pregnant or affected by related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations. Title VII's pregnancy-related protections include: hiring, pregnancy and maternity leave, health insurance, fringe benefits, and retaliation.</p> <p>Under Louisiana law, review revised statute (RS) 23: 342 regarding the unlawful practice by employers prohibited; pregnancy, childbirth, or related medical condition benefits and leaves of absence; transfer of position.</p> |
| SEXUAL HARASSMENT | <p>Sexual harassment is a form of sex discrimination that violates Title VII. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.</p> |
| RETALIATION | <p>Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practices is prohibited. An employer may not fire, demote, harass or otherwise "retaliate" against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination.</p> <p>Under Louisiana law, review revised statute (RS) 51: 2256 regarding the conspiracy to violate human rights and discrimination laws.</p> |

Spring 2017 Intern: Ahmed Soussi



Ahmed Soussi
2017 LCHR Spring Intern

School: Louisiana State University
Paul M. Herbert Law Center

Graduation: May 2018

Major: Juris Doctor (JD) degree/ and a Graduate Diploma in Comparative Law (DCL); Human/Civil Rights Law

Hobbies: Playing FIFA and watching Gordon Ramsey cook and yell at people on YouTube

What did you love most about interning with the Louisiana Commission on Human Right? I love having the opportunity to help investigate discrimination claims, and try to help people in their time of need.

What are your plans for your future? In the future, I plan to work as a civil rights lawyer in Louisiana. I want to help those who have been discriminated against. Ultimately, I want to tear down the discriminatory policies that hinder people from having success in their life.

April White is a second-year law student at Southern University Law Center. She obtained her undergraduate degree from Southeastern Louisiana University with a degree in Criminal Justice. Before law school, Ms. White had a successful career which included conducting background investigations for the United States Office of Personnel Management and working in the security division of the Louisiana Lottery Corporation. She grew up surrounded by civil rights leaders and other people in the community who fought to make sure that everyone in society was treated fairly and equally.

She is excited about her position with the Louisiana Commission on Human Rights and is ready to contribute in the Commission's objectives to ensure that no one is discriminated against. She is a Troop Volunteer for her church's Girl Scout troop and court appointed special advocate (CASA) volunteer. She is also on the East Baton Rouge School systems Istrouma Advisory Committee. Upon graduation from law school, she plans to focus in the area of Civil Rights and Criminal Defense.



APRIL WHITE
Law Clerk
LCHR Staff Member

LOUISIANA COMMISSION ON HUMAN RIGHTS

Administrative Staff

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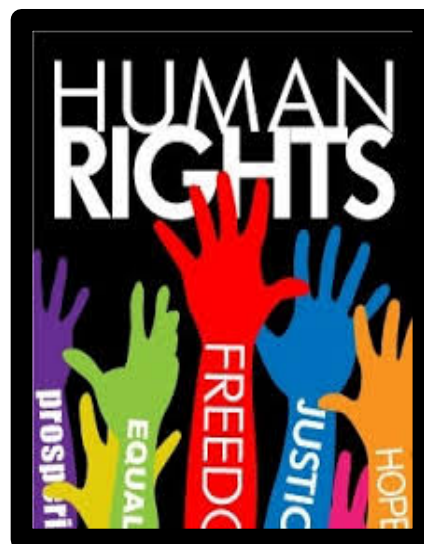
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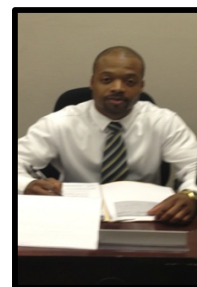
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