

ANNUAL REPORT FY 2016-2017



TENNESSEE HUMAN RIGHTS COMMISSION

TABLE OF CONTENTS

03	LETTER FROM THE EXECUTIVE DIRECTOR
04	LETTER FROM THE CHAIR
05	BOARD OF COMMISSIONERS
06	COMMISSION HISTORY
08	EXECUTIVE SUMMARY
09	CUSTOMER SERVICE AND INTAKE
10	MEDIATION
11	EMPLOYMENT DIVISION
13	HOUSING DIVISION
15	TITLE VI COMPLIANCE DIVISION
18	LEGAL DIVISION
20	COMMUNICATIONS DIVISION
24	STAFF AND OFFICES



September 19, 2017

Governor Bill Haslam

State of Tennessee

1st Floor, State Capitol

Nashville, TN 37243

Members of the General Assembly

State of Tennessee

Legislative Plaza

Nashville, TN 37243

Dear Governor Haslam & Members of the General Assembly:

I am pleased to provide the Tennessee Human Rights Commission Annual Report for FY 2016-17. This report details the Commission's activities for the period beginning July 1, 2016 through June 30, 2017.

This report highlights the Commission's enforcement activities which includes the receipt and investigations of complaints alleging discrimination in employment, housing and public accommodation; a report of the activities that highlight our efforts to mediate and settle these complaints including benefits obtained through the process; a report that highlights our education and outreach initiatives to the public, employers, housing providers, providers of public accommodations; and initiatives and actions taken to ensure state agencies are in compliance with Title VI of the Civil Rights Act of 1964.

It continues to be my honor to serve. Thank you.

Sincerely,

Beverly L. Watts

Executive Director





September 19, 2017

Dear Partners,

It is my honor to serve as the Chair of the Tennessee Human Rights Commission Board of Commissioners. The Commission continues to develop effective enforcement and communication strategies to safeguard individuals from discrimination in our state.

Let me thank my fellow Commissioners for their service and support. Let me commend the staff for their timely response to the public, thorough investigations of complaints and effectively educating the public. This FY 2016-2017 Annual Report highlights the agency's commitment to ensuring that Tennessee is place of equity and access. Staffs continues to provide quality service and are constantly identifying best practice options to enhance agency operations.

I encourage you to read about our work and accomplishments as we promote equality and opportunity within the state.

Let me thank Governor Haslam, Lt. Governor McNally and Speaker of the House Harwell for their continued support.

We look forward to continuing our important work.

Annazette Houston
Chair of the Board of Commissioners



BOARD OF COMMISSIONERS

EAST TENNESSEE



ROBIN DERRYBERRY
Chattanooga



CHRYSTAL CROSS HORNE*
Chattanooga



CHAIR ANNAZETTE HOUSTON
Knoxville

MIDDLE TENNESSEE



ERIC CRAFTON
Nashville



BILL MARTIN
Nashville

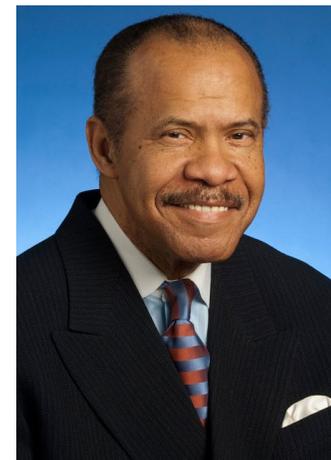


JULIUS SLOSS
Nashville

WEST TENNESSEE



RIETA SELBERG*
Memphis



RALPH WHITE
Memphis



CHRIS CRIDER
Jackson

*indicates former Commissioner who served THRC during FY 2016-2017

COMMISSION HISTORY

On September 30, 1963, Governor Frank G. Clement signed Executive Order 18 creating the Tennessee Human Relations Commission. The Commission's original purpose was to advise the public on their rights, researching and making reports on human relations and reporting these findings to the Governor. The Commission accomplished this by working closely with other governmental agencies with similar responsibilities. In 1967, legislation was passed creating the Tennessee Commission on Human Development, which absorbed the duties of the previous Commission, adopted rules and regulations to govern its proceedings and added a prohibition against sex discrimination.

In 1978, the Tennessee Human Rights Act (THRA) became law transforming the Commission from an advisory agency to an enforcement agency. Former Commissioner Jocelyn Wurzburg of Memphis, Tennessee was the author of this legislation; her leadership was critical to its passage. In 1979

and 1980, the law was amended to include disability and age as protected classes. In 1983, the Commission officially became the Tennessee Human Rights Commission (THRC). In 1984, the law was amended to prohibit discrimination in housing. In 1990, the expansion was extended to include familial status and disability as protected classes. Today, the THRA prohibits discrimination based on race, color, creed, religion, sex, national origin, age (employment only), disability and familial status (housing only). In 2009, the THRA was expanded and THRC was given the authority to verify that state governmental entities comply with requirements of Title VI of the Civil Rights Act of 1964 (Title VI). Title VI prohibits recipients of federal financial assistance from discriminating on the basis of race, color or national origin.

In 2014, legislation was passed that amended the THRA (T.C.A. §4-21-201) by reducing the Commission's board from 15 members to 9

Tennessee Human Relations Commission created as an advisory agency

1963

1963

Legislation changed the name to the Tennessee Commission on Human Development

The Tennessee Human Rights Act (THRA) enacted making the Commission an enforcement agency

1967

1978

THRA amended to include disability; THRC partners with EEOC

Age becomes a protected class Under THRA

1979

1980

Commission officially becomes the Tennessee Human Rights Commission

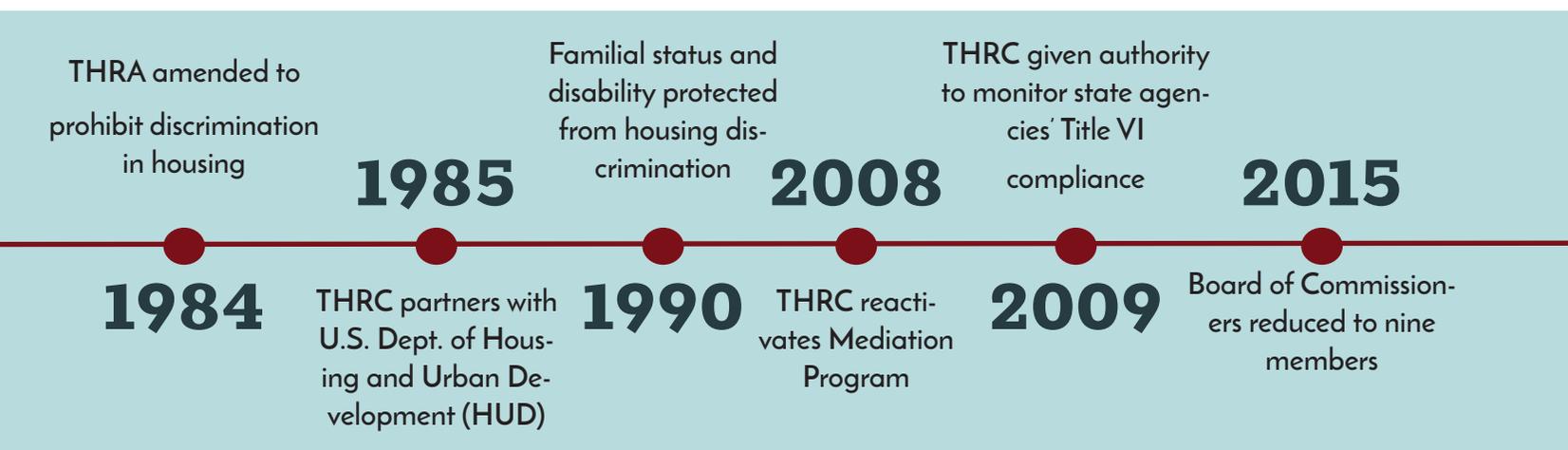
COMMISSION HISTORY, CONT.

members with 2 members being appointed by leadership from the senate and house, and 5 appointed by the governor. The Commission's new board structure became effective on January 1, 2015.

THRC has maintained collaborative partnerships with the federal government for more than 30 years. In 1979, the Commission partnered with the U.S. Equal Employment Opportunity Commission (EEOC) through an employer monitoring grant, now expanded into a WorkSharing agreement. In 1985, the THRC began its partnership with the U.S. Department of Housing and Urban Development (HUD) as a substantially equivalent agency. These relationships allow the Commission to investigate complaints involving alleged violations of Title VII of the Civil Rights Acts of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 and Title VIII of the Civil Rights

Act of 1968 (Fair Housing Act).

The mission of the THRC is to safeguard individuals from discrimination through education and enforcement. The Commission executes its mission through a nine-member Board of Commissioners and staff of 29 in four offices (Nashville, Memphis, Chattanooga and Knoxville). Through 'Rule 31' trained mediators, the Commission has operated a successful Mediation Program since its reactivation in 2008. The THRA and Tennessee Disability Act (TDA) are enforced through receiving, mediating, investigating, conciliating and when necessary, litigating allegations of discrimination. The Commission also coordinates the state of Tennessee's compliance with Title VI of the Civil Rights Act of 1964. The Commission uses a variety of public meetings, outreach events and resources to educate about rights and responsibilities under the THRA and the TDA.



EXECUTIVE SUMMARY

- The *Customer Service Division* is the initial point of contact for the THRC. The Division processed 8,032 calls from the public, sent out 2,536 complaint forms and responded to 66 copy requests
- A total of 27 *mediations* were conducted of which 17 were successful agreements, 15 fulfilled terms which resulted in \$50,750 awarded as monetary benefits to complainants. The mediation program experienced a resolution rate of 63% in all mediation attempts.
- The *Employment Division* received 639 inquiries, of which 332 complaints were accepted. The division closed 266 complaints with 25 complaints closed through settlement resulting in \$150,862 in monetary benefits to the complainant.
- The *Housing Division* received 520 inquiries, of which 107 were accepted. The division closed 117 complaints with 46 complaints closed through conciliations resulting in \$63,322 in monetary benefits to the complainant.
- The *Legal Division* reviewed and recommended for closure 211 complaints, and conducted 12 Reconsiderations for Housing and Employment cases combined. The Division found reasonable cause in 10 complaints; 6 in Employment and 4 in Housing. The agency was able to resolve 7 complaints, which includes complaints with previous causes finding being issued.
- \$264,934 in monetary benefits was awarded to Complainants for all *conciliations, mediations, and settlements*. Non-monetary benefits, including not contesting unemployment benefits, reinstatement, training, neutral reference letters, reasonable accommodations, structural modifications, removal of eviction records, fair housing training, third party monitoring, policy revision, and housing opportunities were also awarded.
- The *Title VI Compliance Program* reviewed 41 state agencies implementation plans and completed five compliance reviews. The division received 382 inquiries and accepted 104 complaints of which 63 were closed. The division trained more than 300 individuals in Title VI Compliance and responded to 79 requests for technical assistance.
- The *Communications Division* successfully connected with more than 35,000 individuals through participation in more than 142 education and outreach events and activities.
- Through both traditional and social media, the Commission is reported to have reached more than 700,000 individuals.
- The Annual Employment Law Seminar experienced another record breaking year for attendance of 186, featuring highly praised keynote speaker Charles Grant of Baker, Donelson, Bearman, Caldwell & Berkowitz.

INTAKE

Through the Commission's Customer Service & Intake Divisions, individuals can obtain assistance with filing a discrimination complaint. The Customer Service Division serves as the initial point of contact for the Tennessee Human Rights Commission. Staff provides information regarding how to file a complaint, sends out complaint forms to interested parties, and makes referrals to other agencies, as necessary.

IN 2017 CUSTOMER SERVICE AND INTAKE...

RECEIVED



8,032

phone calls

SENT



2,536

complaint forms

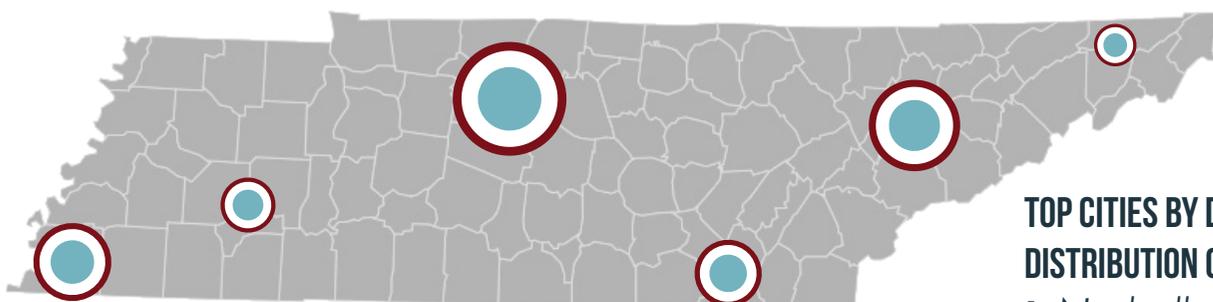
PROCESSED



66

copy requests

The **INTAKE DIVISION** receives complaints for Employment and Public Accommodations. They then assess the complaints to determine whether the allegations are within jurisdiction of the Tennessee Human Rights Act or the Tennessee Disability Act.



TOP CITIES BY DEMOGRAPHIC DISTRIBUTION OF INQUIRIES

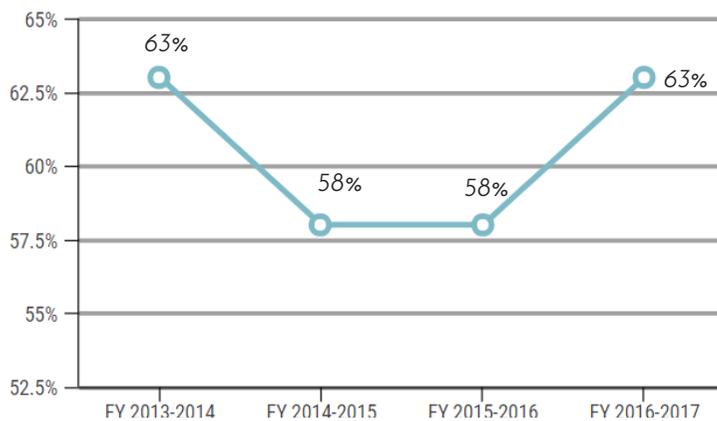
1. Nashville
2. Knoxville
3. Memphis
4. Jackson
5. Kingsport

MEDIATION

The Commission has operated a successful Mediation Program since its reactivation in 2008. The purpose of mediation is to facilitate an atmosphere for both parties to discuss their perspectives on the conflict and work toward a possible resolution of the dispute. Mediation is provided at no cost to either party and is done in a secure and controlled environment. Mediation is an alternative to undergoing a full investigation or litigation. Complainants and Respondents must agree to attempt mediation. If the parties agree to acceptable terms the case is closed. However, if an agreement is not reached, the case is then re-entered into the investigation process.

MEDIATION BY THE NUMBERS

SUCCESS RATE



Mediation Success Rate

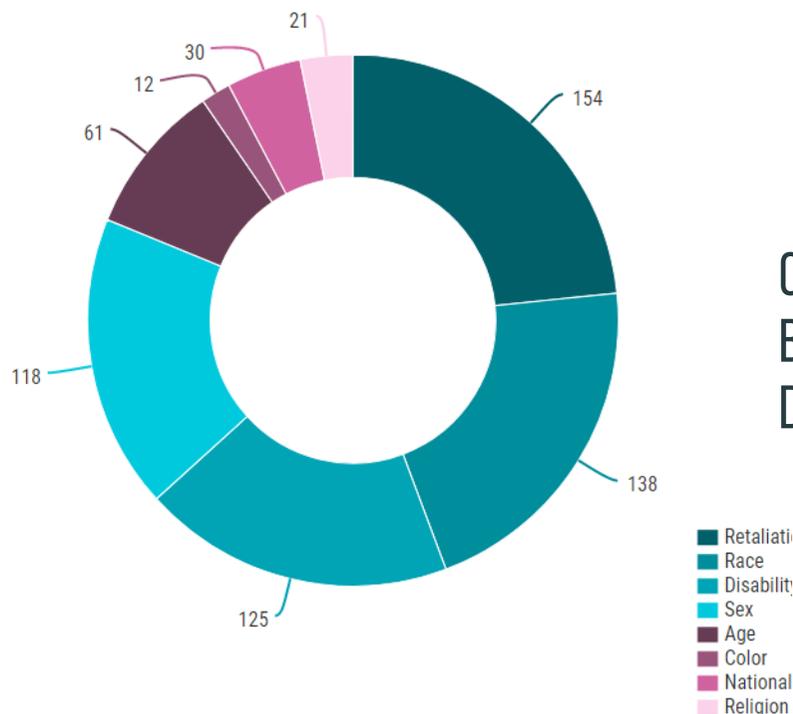


- **27** mediations held
- **17** successful mediations
- **15** closed with **\$50,750** awarded as monetary benefits to complainants.
- Individual monetary benefits ranged from **\$400 - \$20,000**
- Non-monetary benefits awarded included: not contesting unemployment benefits, policy changes, reinstatement, and training.
- **7** Rule 31 trained mediators are on staff and the Nashville Conflict Resolution Center provides Spanish language mediations.

EMPLOYMENT

The Employment Division is responsible for investigating Employment and Public Accommodation discrimination complaints on the basis of race, color, creed, national origin, religion, sex, disability, and age (40 and over). The Commission has a work-share agreement with the U.S. Equal Employment Opportunity Commission (EEOC) to investigate complaints of employment discrimination when businesses have 15 or more employees. This partnership allows the federal and state agencies to coordinate their investigations and avoid duplication of efforts in seeking to end discrimination.

2017 COMPLAINT NUMBERS



COMPLAINTS BY BASIS OF ALLEGED DISCRIMINATION

SETTLEMENT BENEFITS



25 cases resolved through settlements

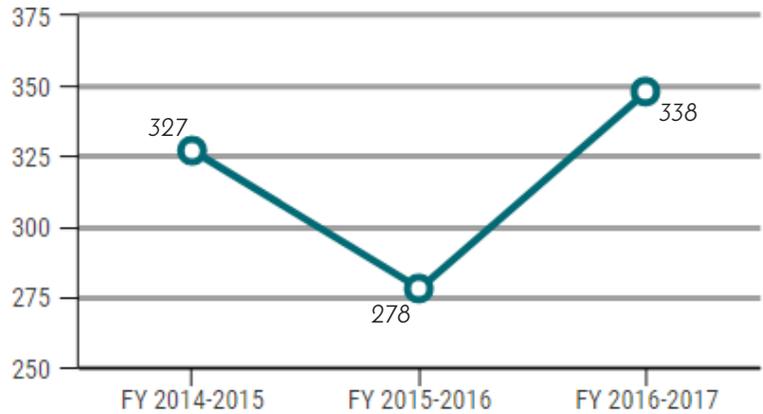
\$150,862 in monetary benefits to complainants

Non-monetary benefits include neutral reference letters, unopposed unemployment benefits, and reinstatement.

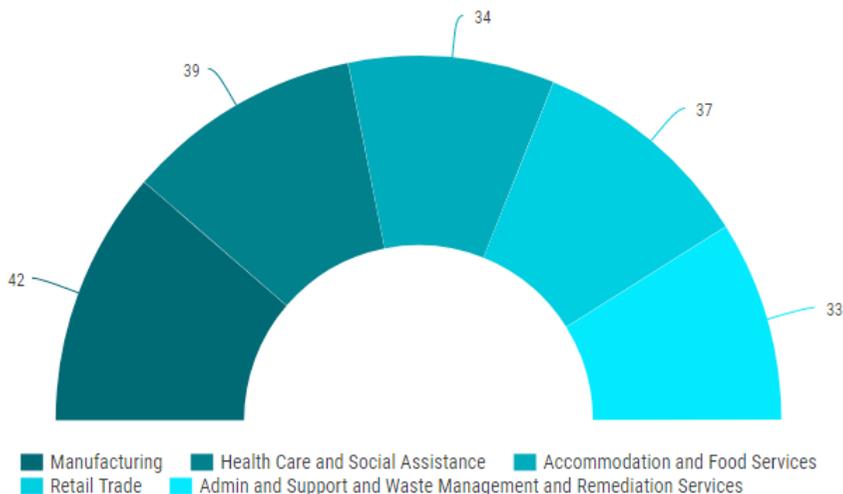
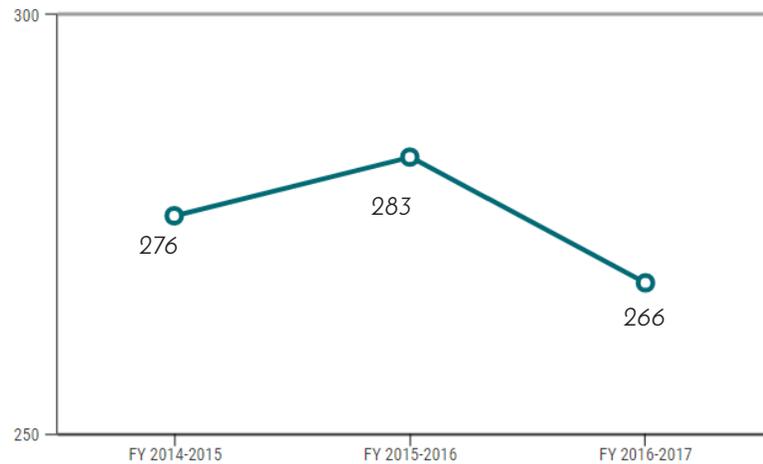
CASE CLOSURE DATA OVER TIME

The Employment Division has a goal to complete investigations with the average complaint closure of 270 days or less.

AVERAGE CASE AGE AT CLOSURE



CASES CLOSED PER YEAR



NUMBER OF COMPLAINTS FOR TOP 5 INDUSTRIES

HOUSING

The Housing Division is responsible for resolving complaints of discrimination in housing based on the areas of sale, rental, advertisement, and financing of housing and commercial property on the basis of race, color, creed, national origin, religion, sex, disability, and familial status. The Commission has a Memorandum of Understanding with the U.S. Department of Housing and Urban Development (HUD) to process complaints of housing discrimination when landlords have four or more properties. This partnership allows the federal and state agencies to coordinate their investigations and avoid duplication of efforts in seeking to end discrimination.

2017 COMPLAINT NUMBERS



520

inquiries



107

complaints accepted



117

closures

CONCILIATION BENEFITS

46 complaints resolved through conciliation

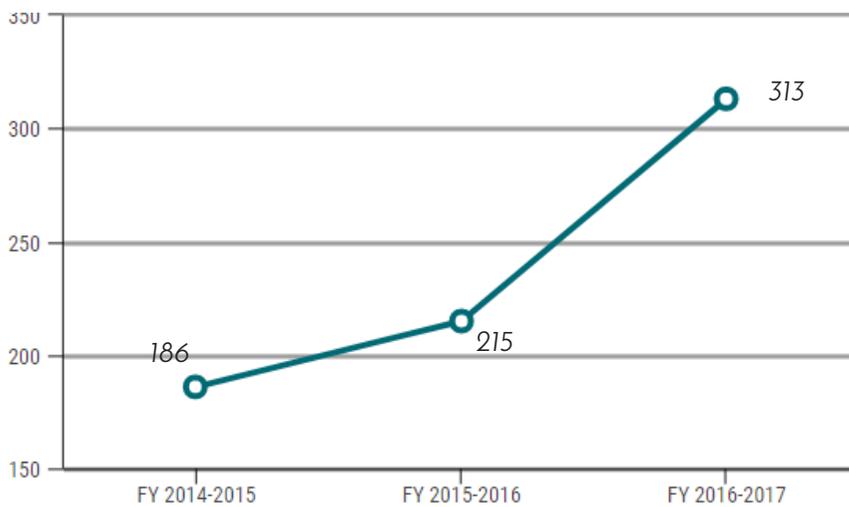
\$63,322 in monetary benefits to complainants

Non-monetary benefits include reasonable accommodations, modifications, structural modifications, removal of eviction records, fair housing training, third party monitoring, policy revision, and housing opportunities.



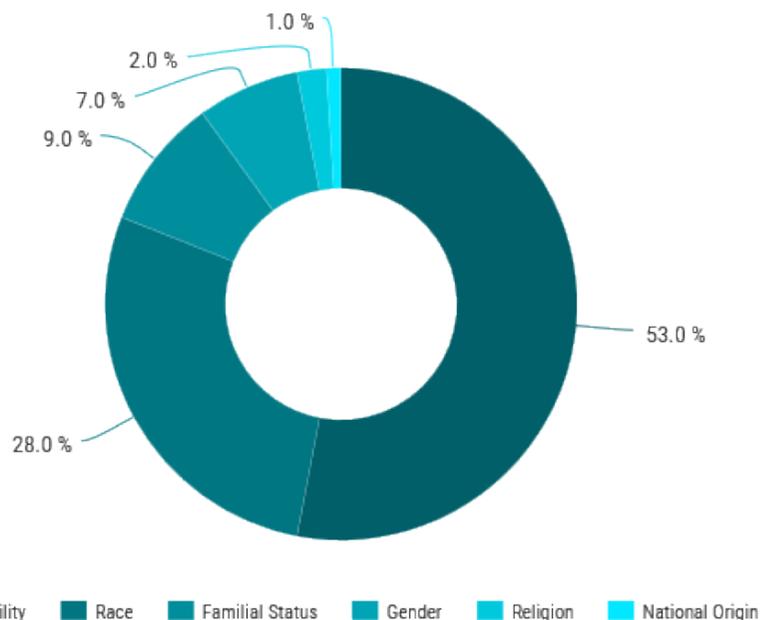
HUD EFFICIENCY

The Housing Division's focus is to conduct thorough investigations while meeting HUD's efficiency goal of closing 50% of fair housing complaints within 100 days or less. For five of the past seven years, staff has met or exceeded the agreement standard. Staff vacancies have had an impact on case processing and has significantly impacted the age of open inventory. This year with 5 positions, staff had the second highest number of complaint closures with 117 complaints closed with 37 or 34% being closed within 100 days or less. The chart below reflects the Division's days of investigation.



DAYS OF INVESTIGATION

HOUSING COMPLAINTS BY BASIS OF ALLEGED DISCRIMINATION



TITLE VI COMPLIANCE PROGRAM

The Title VI Compliance Program is responsible for verifying that state governmental entities that are recipients of federal financial assistance comply with the requirements of Title VI of the Civil Rights Act of 1964. Title VI prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance. The Commission serves as the central coordinating agency for executive branch departments and agencies for technical assistance, consultation and resources to encourage and assist with compliance.

For a full report on the activities, findings and accomplishments of the Title VI Compliance Program [please see the Report to Governor and General Assembly.](#)

2017 COMPLAINT NUMBERS



TRAINING

The annual training for state Title VI Coordinators was held on July 26, 2016. Information presented during this session included an overview of the fundamentals of Title VI compliance for new coordinators, an explanation of the Implementation Plan guidelines for FY2016-2017, and guidance on best practices for complying with agencies' responsibilities with respect to subrecipient monitoring. At a briefing prior to the training the Executive Director gave a short presentation to other agency heads, discussing the overall Title VI compliance status across Tennessee State agencies.

On April 21, 2016, the Title VI Compliance Director presented at a regular training session of civil rights officers of the Tennessee Board of Regents institutions. The Title VI Compliance Director, gave a presentation and answered questions on the obligations of recipients of federal financial assistance in relation to subrecipients, LEP considerations unique to higher education settings, and best practices for preparing for a Title VI audit.

COMPLIANCE REVIEWS

The Commission's Title VI Compliance Division periodically reviews all state agencies to ensure compliance with Title VI. During FY 2016-2017, the Division completed reviews of six agencies.

FY 2016-2017 COMPLIANCE REVIEWS

AGENCY	COMPLETED	FINDINGS
TN COMMISSION ON AGING AND DISABILITY	DECEMBER 2016	NONE
TENNESSEE ARTS COMMISSION	DECEMBER 2016	ONE (SEE BELOW)
DEPT OF HUMAN RESOURCES	FEBRUARY 2017	NONE
TN REGULATORY AUTHORITY	MARCH 2017	NONE
DEPT OF GENERAL SERVICES	MAY 2017	NONE
ECONOMIC & COMMUNITY DEVELOPMENT	MAY 2017	NONE

FY 2016-2017 TENNESSEE ARTS COMMISSION COMPLIANCE REVIEW

The Tennessee Arts Commission was reviewed from July-December 2016. The Compliance Division identified one finding, in the area of Title VI Training. Per a corrective action plan issued by the THRC, the Commission made adjustments to its training program to correct the deficiencies.

The Title VI Compliance Program determined that TAC is now in full compliance. More detailed findings and outcomes from the review can be made available on request.

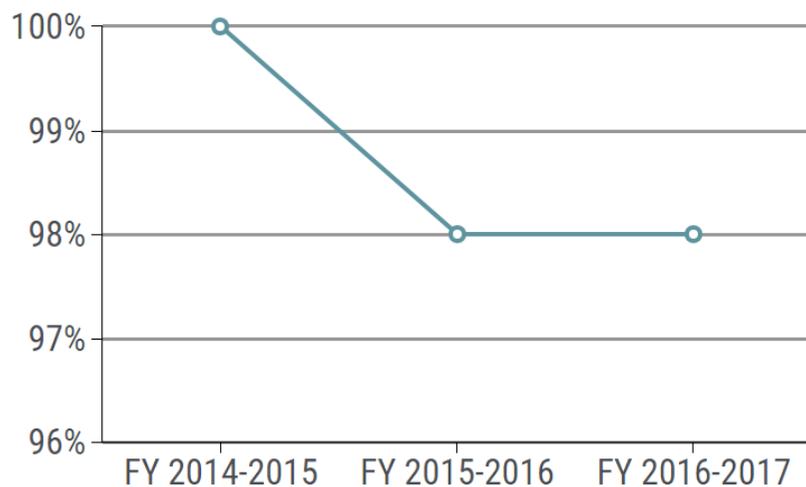
IMPLEMENTATION PLANS

A major component of the Title VI Compliance Program involves implementation plan review. In FY 2016-2017, the Commission received and reviewed 42 implementation plans from departments statewide. One agency was not required to submit a plan as it did not receive FFA for the reporting period.

The review analyzed multiple areas of compliance, including Limited English Proficiency (LEP) policies and procedures, data collection, the monitoring of subrecipients, and whether departments train staff on Title VI. Implementation plans were forwarded back to the departments for revision after an initial review and comment phase. Upon completion of the implementation plan review process, the Commission issued a "Notice of Final Findings" to the departments.

This fiscal year 41 of the 42 departments' implementation plans were received and finalized before the October 1, 2016 deadline. One implementation plan was received one day late, and is untimely. All of the implementation plans were reviewed and revised to be in total compliance by February 7, 2017.

IMPLEMENTATION PLAN COMPLIANCE OVER TIME



TECHNICAL ASSISTANCE

One important role of the Title VI Division is to provide technical assistance to state departments and agencies on Title VI compliance. The Title VI staff responded to 79 requests for technical assistance from state departments and agencies on Title VI compliance. Topics of concern included complaint investigation, complaint and compliance reporting, Limited English Proficiency, and training requirements, both for agency staff and subrecipients. Typically these requests are resolved within twenty four hours.

LEGAL DIVISION

The Legal Division serves as in-house counsel to the Commission and its primary role is to work with the other divisions of the agency at the various stages of the investigative process to ensure that the case investigations are legally sufficient. When the Commission has found discrimination has occurred, Legal will facilitate conciliation and/or litigate before an Administrative Law judge. Additionally, Legal staff provides guidance and training to staff and Commissioners, conducts internal policy reviews, monitors legislation and court cases that impact the Commission, drafts rules to comply with legislative changes, ensures compliance of conciliation agreements, and conducts educational presentations for stakeholders.

FY 2016-2017 LEGAL DIVISION STATS

HOUSING



79
cases closed



2
reconsiderations
processed



6
cause findings



5
cause
conciliations

EMPLOYMENT



211
cases closed



10
reconsiderations
processed



4
cause findings



2
cause
conciliations

CAUSE CASES

When the Commission issues a finding of reasonable cause to believe discrimination occurred in a case, the statute requires an offer of conciliation be made. If parties decline or impasse, the case proceeds to an administrative hearing. Not all cases are resolved (whether by conciliation or by hearing) within the same fiscal year as a reasonable cause finding is issued. For this fiscal year, we resolved 2 cause cases as noted below.

01 HOUSING: DISABILITY AND EVICTION

Complainant is a person with a disability who made several reasonable accommodation requests. The evidence showed that Respondent failed to respond to 2 of his requests, by telling him that they would get back to him but never did. They also served him with an eviction notice without addressing his 2 accommodation requests. Complainant failed to cooperate in multiple attempts to conciliate the complainant. The case was resolved through conciliation with THRC and Respondent; Training to all employees who make housing decisions and \$750 to THRC for use in Education and Outreach.

02 HOUSING: DISABILITY AND FAILURE TO ACCOMMODATE

This case involved a failure to grant an accommodation for two emotional support animals which served different purposes. One animal was a dog, the other a snake. THRC received \$2,000 for Education and Outreach; Respondent's staff will attend fair housing training, and Complainant will be allowed to continue to be a tenant with both of her support animals and follow guidelines regarding the snake in certain circumstances and THRC received \$2,000 for use in Education and Outreach;

LEGISLATION

The Legal Department monitors state and federal legislation. The 110th General Assembly of the State of Tennessee convened on January 10, 2017, and adjourned on May 10, 2017. The Commission monitored numerous bills that were introduced which could potentially affect the statutes that we enforce: the Tennessee Human Rights Act (THRA) and the Tennessee Disability Act (TDA). Below is a summary. Most notably, the Tennessee Human Rights Commission was extended to June 30, 2021; however, on June 15, the Sunset Date was changed to June 30, 2020 by motion in the Government Operations Joint Subcommittee on Education, Health, and General Welfare.

HOUSE BILL 0241/SENATE BILL 0077 (PASSED)

Extends the Human Rights Commission to June 30, 2021 (amended to June 30, 2020 by motion in the Government Operations Joint Subcommittee on Education, Health, and General Welfare.

COMMUNICATIONS

The Communications Division seeks to promote an understanding of the Commission's work and educate the public about the rights enforced by the Commission through education and outreach and traditional and social media. The Commission partners with state and federal agencies along with faith-based and non-profit organizations to achieve this goal. This past year the Commission partnered with over 120 organizations.

During this past fiscal year, the Commission participated in 142 outreach activities. These activities included conducting workshops, making educational presentations, exhibiting and distributing agency materials at events, attending meetings, organizing educational seminars and giving speeches. Through these initiatives, the Commission reached more than 700,000 individuals. In addition to traditional media such as newspaper, radio and television, the Commission uses social media as a tool to communicate its message and inform the public.

FY 2016-2017 EDUCATION AND OUTREACH



CONNECTED WITH
765,753
individuals



PARTICIPATED IN
142
outreach activities



CONDUCTED
19
outreach exhibits



GAVE
32
educational presentations



PLACED ADS IN
21
event programs

MEDIA REACH



28,181
views on Facebook



2,000
views on YouTube



14,107
interactions on
Twitter



85,000
visits to Commission
website



95,000
people through
print media



1 MILLION
people
through Clear
Channel Radio

PARTNERSHIP ORGANIZATIONS

The Commission worked with over 120 different organizations statewide to provide education to the public about their rights. The following are highlights from some of the programs in which we participated.



EXECUTIVE DIRECTOR WATTS PRESENTING GOVERNOR'S PROCLAMATION TO PASTOR CHARLOTTE WILLIAMS AND CO-CHAIR ERIC ATKINS AT CHATTANOOGA INTERNATIONAL HUMAN RIGHTS DAY

EXECUTIVE DIRECTOR WATTS WITH THE LIPSCOMB UNIVERSITY'S MUSIC CITY GIRLS LEAD GRADUATING CLASS AND MENTORS



FORMER THRC COMMISSIONER JOCELYN WURZBURG AND CIVIL RIGHTS ICON DIANE NASH AT APRIL 4TH FOUNDATION GALA IN MEMPHIS, TN



Photo Credit: YWCA Nashville & Middle Tennessee

YWCA STAND AGAINST RACISM

(PICTURED L TO R): SHARON K. ROBERSON; METRO HUMAN RELATIONS COMMISSION EXEC. DIRECTOR MEL FOWLER-GREEN; MAYOR MEGAN BARRY; CIVIL RIGHTS ATTORNEY ABBY RUBENFELD; ASSISTANT DISTRICT ATTORNEY GENERAL ANA ESCOBAR; EXEC. DIRECTOR TN HUMAN RIGHTS COMMISSION BEVERLY WATTS; CIVIL RIGHTS ICON CARRIE GENTRY; FOUNDING DIRECTOR OF COMMUNITY RELATIONS FOR BELMONT UNIVERSITY JOYCE SEARCY; AND COMMUNITY ACTIVIST KASAR ABDULLA.

COMMUNITY PARTNERS AND PROGRAMS IN WHICH WE PARTICIPATED

- West Tennessee Legal Services - Chattanooga - Hamilton County NAACP - Tennessee Immigrant & Refugee Rights Coalition - Nashville EEOC Office - Tennessee Labor Management Foundation - Tennessee Fair Housing Council - Tennessee Department of Human Resources - International Association of Official Human Rights Agencies - YWCA of Middle Tennessee - Nashville Hispanic Chamber of Commerce - Tennessee SHRM - Tennessee State NAACP - Tennessee Housing Development Agency - Hardeman County NAACP - Knoxville Urban League - Clarksville NAACP - Nashville NAACP - April 4th Foundation - Tennessee Association of Affordable Housing - Nashville Church of Scientology - Metro Human Relations Commission - Bone McAllester Norton Center - Urban League of Middle Tennessee - CABLE Chattanooga Office of Multi Cultural Affairs - ECHO - National Community Reinvestment Coalition - Hispanic Chamber of Commerce

FAIR HOUSING MONTH 2017

THRC held and participated in fair housing events throughout the state in April 2017 for Fair Housing Month. The Commission hosted its Annual West TN Fair Housing Celebration in Memphis, TN. In Nashville, Deputy Director was a featured speaker at the Fair Housing Matters Conference in Nashville. In the ECHO Fair Housing Conference, Housing Coordinator Saadia Williams participated in a panel discussing landlord-tenant laws and fair housing. Through these events, the Commission reached hundreds with the message of access to fair housing.

FAIR HOUSING CELEBRATION 2017 APRIL 5, 2017 | MEMPHIS BOTANIC GARDEN



LEFT: BRYAN GREENE, ASST SECRETARY FOR HUD'S FAIR HOUSING AND EQUAL OPPORTUNITY OFFICE GIVES KEYNOTE PRESENTATION



RIGHT: FAIR LENDING PANEL (L-R): MODERATOR: ANU TANYA; SPEAKERS: STEVE LOCKWOOD, TIM BOLDING, DOROTHY CLEAVES & REGINA HUBBARD



LEFT: TIM WHEAT OF THE MEMPHIS CENTER FOR INDEPENDENT LIVING GIVES PRESENTATION



RIGHT: DIRECTOR WATTS PRESENTS HARRISON MCIVER OF MEMPHIS AREA LEGAL SERVICES WITH THE GOVERNOR'S PROCLAMATION OF FAIR HOUSING MONTH



LEFT: SHELBY COUNTY MAYOR MARK LUTTRELL GIVES REMARKS



RIGHT: NATIONAL CIVIL RIGHTS MUSEUM PRESIDENT TERRI FREEMAN AND MEMPHIS NAACP CHAIR DEIDRE MALONE SPEAK ON PANEL REFLECTING ON THE HISTORY OF FAIR HOUSING IN MEMPHIS

EMPLOYMENT LAW SEMINAR

Each year, the THRC, in partnership with the Department of Human Resources, hosts an Annual Employment Law Seminar. This program is meant to educate business professionals, organizations, and employers of their responsibilities under the Tennessee Human Rights Act. This year's seminar, held on June 22 in Nashville at Trevecca Nazarene University, was attended by 186 professionals.



ELS 2017 SPEAKERS

Keynote: Luther Wright, Esq., Ogletree, Deakins, Nash, Smoak, and Stewart, PC

- Shannon Romain, Esq., Meharry Medical College
- Charles K. Grant, Esq., Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
- Kim Vance, Esq., Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
- Paz Haynes, Esq., Bone McAllester Norton PLLC
- Robert W. Horton, Esq., Bass, Berry & Sims PLC



THIS YEAR'S EMPLOYMENT LAW SEMINAR HAD THE LARGEST ATTENDANCE TO DATE WITH 186 ATTENDEES

ELS 2017 BY THE NUMBERS



186 attendees



attending attorneys earned **5.25** CLE credits



attending HR personnel earned **6.25** HRCI credits and **1** Dual Ethics Credit



5 expert presenters

STAFF AND OFFICES

Appelt, Rachel*
Bah, Thierno
Bass, Candice
Bentley, Kaleda
Burch, Laura*
Cartwright, Brigette
Cooper, Vee
Cothren, Lynn
Davidson, Tracy
Fullerton, Zachery
Gardner, Barbara

Gregory, Sherri
Guzman, Frank
Haddock, Billie Jean
Harbison, Jesse
Hooper, Sabrina
Lancaster, Lisa
Land, Suzanne
Reese, Gretchen
Riddle, Jennell
Rose, Shay*
Sexton, Janie

Smith, Renee
Smiddy, Bradley*
Speer, Lauren
Stephenson, Matthew*
Thompson, Teresa
Ursey, Rodney
Webb-Stewart, Ronda
Williams, Saadia
Wynn, Erika

*indicates former staff member who served THRC during fiscal year 2016-2017

COMMISSION CONTACT INFO

Central Office - Nashville

William R. Snodgrass Tennessee Tower
312 Rosa L. Parks Avenue, 23rd Floor
Nashville, TN 37243
615-741-5825
Toll-free: 800-251-3589
Toll-free Spanish line: 866-856-1252

Memphis Office

One Commerce Square
40 South Main St
2nd Floor, Suite 200
Memphis, TN 38103

Chattanooga Office

100 West Martin Luther King Blvd
Chattanooga, TN 37402

Knoxville Office

7175 Strawberry Plains Pike
Suite 201
Knoxville, TN 37914

COMMISSION STAFF



EXECUTIVE DIRECTOR AWARDS CANDICE BASS WITH
EMPLOYEE OF THE YEAR AWARD



EXECUTIVE DIRECTOR AWARDS EMPLOYEES FOR
THEIR WORK WITH THE COMMISSION



AUTHOR AND CONSULTANT DR. GEORGE MANNING
CONDUCTS TEAM BUILDING TRAINING WITH STAFF

For more information, including how to file a complaint, visit our website at
www.TN.gov/HumanRights

Connect with THRC



/TNHumanRights



/TennesseeHumanRights



@TNHumanRights



ANNUAL REPORT 2017

Tennessee Human Rights Commission



Join our e-mail list!



"Fall Sidewalk" by Knox County Government, licensed under CC BY-ND/cropped from original