



City of Arkansas City

EQUAL OPPORTUNITY AND ACCESSIBILITY ADVISORY BOARD MEETING AGENDA

Thursday, December 9, 2021 at 4:00 PM – 400 W. Madison Ave., Arkansas City, KS

Please join my meeting from your computer, tablet or smartphone:

<https://global.gotomeeting.com/join/509431997>

You can also dial in using your phone: (224) 501-3412

Access Code: 509-431-997

I. Roll Call

Board Members

| | |
|------------------------|--------------------------|
| Bob Baker | <input type="checkbox"/> |
| Ethan Bartlett | <input type="checkbox"/> |
| JoAnn Bierle | <input type="checkbox"/> |
| James Fry | <input type="checkbox"/> |
| Anita Judd-Jenkins | <input type="checkbox"/> |
| Tammy Lanman-Henderson | <input type="checkbox"/> |
| Frances “Rags” Smith | <input type="checkbox"/> |

Staff Liaisons

| | |
|-----------------|--------------------------|
| Mike Bellis | <input type="checkbox"/> |
| Mike Crandall | <input type="checkbox"/> |
| Randy Frazer | <input type="checkbox"/> |
| Andrew Lawson | <input type="checkbox"/> |
| Marla McFarland | <input type="checkbox"/> |
| Larry Schwartz | <input type="checkbox"/> |
| Josh White | <input type="checkbox"/> |

II. Consent Agenda (*Voice Vote*)

- [1.](#) Approve minutes of the November 18, 2021, regular meeting.
- [2.](#) Approve calendar of regular Board meetings for 2022.

III. Committee Updates

1. Next 2022 Tacolalah Executive Committee meeting will be at **noon December 16** at 400 W. Madison

IV. Old Business

- [1.](#) **Discussion:** EOAAB Authorizing Ordinance
- [2.](#) **Discussion:** Review Title VI Plan update
- [3.](#) **Discussion:** Sidewalk Survey Project

V. New Business

- [1.](#) Designate one (1) member or two (2) members of the Board to serve as representative(s) to the Cowley County Council on Aging. (***Voice Vote***)

VI. Reports

VII. Other Items

VIII. Adjourn

NEXT MEETING: 4:00 PM Thursday, January 13, 2021 at the Water Treatment Facility, 400 W. Madison Ave.

Arkansas City Equal Opportunity and Accessibility Advisory Board
11/18/2021 Minutes

A regular meeting was held **Thursday, November 18, 2021**, at the Water Treatment Facility. Meeting called to order at **4:10 p.m.**

Roll Call:

Board Members

- Bob Baker
- Ethan Bartlett
- JoAnn Bierle
- James Fry
- Anita Judd-Jenkins
- Tammy Lanman-Henderson
- Frances "Rags" Smith

Staff Liaisons

- Mike Bellis
- Mike Crandall
- Randy Frazer
- Andrew Lawson
- Marla McFarland
- Larry Schwartz
- Josh White (*via GoToMeeting*)

1. Approve August Regular Meeting Minutes:

Rags made a motion to approve the minutes of the **August 12, 2021**, regular meeting as written. James seconded the motion, which was approved **4-0** on a voice vote. Bob joined the meeting in progress at **4:24 p.m.** and Anita joined at **4:27 p.m.**

2. Comprehensive Plan Discussion:

Andrew and Josh wrapped up final discussion on the relevant sections of the Comprehensive Plan. Among goals discussed:

- Some new language about promoting diversity, equity and inclusivity, especially on City boards and in City hiring.
- Helping to build civic education and awareness, including improved voter turnout, among the entire population.
- Making ADA improvements and compliance an **extremely high and urgent** priority in future budgeting processes.
- Recommending the Neighborhood Services Division be authorized to budget for ADA and sidewalk improvements.

Proposed metrics could include a goal to have the composition of Board membership better match the Census after five years. Andrew suggested possible future joint meetings with the Winfield Human Relations Commission and Winfield housing board. The Board also expressed interest in meeting with the City Commission during a future study session to discuss their concerns.

3. EOAAB Authorizing Ordinance:

Andrew said three Board members met with City Attorney Larry Schwartz in October for an informal discussion of the Board's authorizing ordinance and challenges. (There was not a quorum present at this meeting so no minutes were kept.)

4. Review Title VI Plan Update:

Mike provided an overview of the City's current Title VI documents, which he had to update recently. All of these are available on the City website, including the Title VI Policy, Public Participation Plan, Limited English Proficiency Plan, Complaint Form and Equal Opportunity Brochure. These have to be on file with the Kansas Department of Transportation to ensure the City complies with all federal and state requirements on construction projects that receive federal and state funds.

5. Sidewalk Survey Project:

Andrew showed the Board an online web form Josh developed through which people can report sidewalk problems or needs. The Board discussed assigning one section to each member and having them function as a "captain" or point of contact for it.

6. Other Miscellaneous Items:

The next regular 2022 Tacolalah Executive Committee meeting is at **noon December 16** at the Water Treatment Facility.

Andrew updated the Board on the current status of the CDBG housing rehabilitation project in northwest Arkansas City.

Anita made a motion to adjourn the meeting. James seconded the motion, which was approved **6-0** on a voice vote. The meeting was adjourned at **5:35 p.m.** The next meeting of the Equal Opportunity and Accessibility Advisory Board will be at **4 p.m. Dec. 9, 2021.**

2022 CITY OF ARKANSAS CITY EQUAL OPPORTUNITY AND ACCESSIBILITY ADVISORY BOARD MEETINGS

BOARD MEETS AT 4 P.M. ON THE 2ND THURSDAY OF EACH MONTH*

January 13, 2022

February 10, 2022

March 10, 2022

April 14, 2022

May 12, 2022

June 9, 2022

July 14, 2022

August 11, 2022

September 8, 2022

October 13, 2022

November 10, 2022

December 8, 2022

*all meetings to be held at the Water Treatment Facility unless moved

Andrew Lawson

From: Andrew Lawson
Sent: Wednesday, June 23, 2021 11:52 AM
To: Larry Schwartz; Randy Frazer
Cc: Mike Bellis; Josh White; Tammy Lanman-Henderson
Subject: EOAAB stuff
Attachments: Kansas Tenants Handbook.pdf

Importance: High

Larry, please find linked/attached the following resources pursuant to your research into the Equal Opportunity and Accessibility Advisory Board (EOAAB):

1. The EOAAB’s purpose and duties are set out in **Municipal Code Secs. 2-136**. This is STILL not updated in our code bank (Randy, we really need Lesley to check on the progress of that), but here is the link to the most recent ordinance amending that section:
https://library.municode.com/ks/arkansas_city/ordinances/code_of_ordinances?nodeid=1045909

2. The **Kansas Tenants Handbook** is attached. On **Page 29**, it talks about Local Governments and Human Relations Commissions. Some of what this document states does not seem to match our ordinance and that is why I am wondering what is in state statute. Ark City is specifically referenced on **Page 30** as an HRC city. This passage in particular gives me concern: **“POWERS: (1) Voluntary conciliation agreements which can include cash awards, agreements to rent, not evict, change management practices, etc. (2) Public hearings before volunteer boards, legal counsel often available. Ability to order injunctions and limits on awards will vary. Enforcement assistance from and appeals to District Court should be applicable, but may vary based on specific local ordinance.”**

3. The **Kansas Act Against Discrimination** appears to be the key state statute of interest. Here is a link I got from the Kansas Human Rights Commission website: <http://www.khrc.net/KHRCStatuteBookUpdatedEffective07-2009.pdf> (I am sure it is also in the statute online through the Kansas Legislature website, of course.)

Anything you can do to reconcile these issues and provide guidance to the EOAAB on how to handle discrimination complaints/public hearings will be extremely helpful and appreciated!

Andrew Lawson
Public Information Officer
Special Projects Coordinator

City of Arkansas City
alawson@arkansascityks.gov
(620) 441-4415



ORDINANCE NO. 2020-08-4515

AN ORDINANCE MODIFYING ARKANSAS CITY MUNICIPAL CODE PART II, CHAPTER 2, ARTICLE III, DIVISION 3, TO REMOVE THE RETIRED CITIZENS ADVISORY COUNCIL FROM MUNICIPAL CODE, AND DIVISION 4, TO AMEND THE EQUAL OPPORTUNITY AND ACCESSIBILITY ADVISORY BOARD’S PURPOSE AND DUTIES.

WHEREAS, the Governing Body of the City of Arkansas City, Kansas, on June 6, 2016, approved Ordinance No. 2016-06-4409, combining the Human Relations Commission and the Accessibility Advisory Board into the Equal Opportunity and Accessibility Advisory Board, and amending Municipal Code to so reflect; and

WHEREAS, the Governing Body of the City of Arkansas City, Kansas, on December 19, 2017, approved Ordinance No. 2017-12-4449, amending the Equal Opportunity and Accessibility Advisory Board’s purpose and duties; and

WHEREAS, City staff have established that the Retired Citizens Advisory Council no longer serves the purpose or executes the duties laid out for it in Municipal Code Part II, Chapter 2, Article III, Division 3, and thus recommends that the Council be eliminated from Municipal Code, allowing it to continue as an informal citizen advisory committee for the Arkansas City Senior Citizens Center without the undue and unnecessary burdens of recording minutes, reporting attendance, enforcing terms, and complying with the Kansas Open Meetings Act, which will free up City staff time; and

WHEREAS, the Equal Opportunity and Accessibility Advisory Board has, over the past three years, continued to review its purpose and duties regularly as set forth in Arkansas City Municipal Code Part II, Chapter 2, Article III, Division 4, and now desires to recommend further amendments to said purpose and duties after diligent and thorough discussion; and

WHEREAS, the Equal Opportunity and Accessibility Advisory Board held a special meeting on July 30, 2020, and voted unanimously to take over the duties of the Retired Citizens Advisory Council, many of which are duplicative in code; and

WHEREAS, the Governing Body of the City of Arkansas City, Kansas, wishes to continue eliminating duplicative provisions of Municipal Code and thus desires to amend Municipal Code to reflect all of the changes as stated above.

NOW, THEREFORE, IN CONSIDERATION OF THE AFORESTATED PREMISES, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF ARKANSAS CITY, KANSAS:

SECTION ONE: DELETION OF MUNICIPAL CODE PART II, CHAPTER 2, ARTICLE III, DIVISION 3.

The Governing Body of the City of Arkansas City, Kansas, hereby amends Part II, Chapter 2, Article III, Division 3 of the Arkansas City Municipal Code to read as follows (deleted provisions struck through, new provisions in italics):

~~DIVISION 3. - RETIRED CITIZENS ADVISORY COUNCIL-RESERVED~~

~~Sec. 2-109. - Creation and membership.~~

~~The retired citizens advisory council shall consist of seven members. Members shall be drawn from diverse segments of the community, and selected for their objectivity, ability, and broad community interest regarding the retired and senior citizens of the city.~~

The citizens retirement advisory council shall meet as often as required, in the chairperson's discretion, to perform the following duties:

- (1) Serve as liaison between the retired and senior citizens of the city and the board of city commissioners;
- (2) Act as an agency with the responsibility of analyzing the nature and scope of community problems in the general area of economic, recreational, educational, nutritional, transportation, and housing needs of the retired and senior citizens of the community;
- (3) Present the needs of the retired and senior citizens to the appropriate elected or appointed officials, or to the appropriate civic or business groups and to ask that these needs be examined and corrective action taken;
- (4) Enlist and encourage the resources of government, individuals and groups toward the improvement of the living standards of the retired and senior citizens; and
- (5) Encourage community support and understanding by the general public of the council's concerns for the community's retired and senior citizens, and, where appropriate, encourage local, state or federal legislation to improve the general welfare of the retired and senior citizens.

Secs. 2-10911—2-133. - Reserved.

SECTION TWO: AMENDMENT TO MUNICIPAL CODE PART II, CHAPTER 2, ARTICLE III, DIVISION 4.

The Governing Body of the City of Arkansas City, Kansas, hereby amends Part II, Chapter 2, Article III, Division 4 of the Arkansas City Municipal Code to read as follows (deleted provisions struck through, new provisions in italics):

DIVISION 4. - EQUAL OPPORTUNITY AND ACCESSIBILITY ADVISORY BOARD

Sec. 2-134. - Creation and membership.

- (a) The equal opportunity and accessibility advisory board shall consist of no less than five and no more than seven voting members. Members shall serve terms of three years.
- (b) The members of the equal opportunity and accessibility advisory board shall be drawn from diverse segments of the public *community*, and selected for their objectivity, ability and broad community interest. ~~Membership shall at all times include no less than two members with a disability, or who are relatives or primary caretakers of persons with disabilities. Those with experience in working with the disabled or with expertise in accessibility issues will be given preference for appointment.~~
- (c) *Membership shall at all times include no fewer than two members with a disability, or who are relatives or primary caretakers of persons with disabilities. Those with experience in working with the disabled or with expertise in accessibility issues shall be given preference for appointment.*

- (d) *Membership shall at all times include no fewer than two members who least 60 years of age. Those with experience in working with the retired senior citizens of the city shall be given preference for appointment.*

Sec. 2-135. - Duties of chairperson.

In addition to general duties, the chairperson, or the vice chairperson in the absence of the chairperson, is responsible for the appointment of appropriate committees, and the preparation of an annual report to be presented to the board of city commissioners regarding the activities and concerns of the board. The board of city commissioners may elect to accept the monthly minutes of the board as a substitute for such an annual report.

Sec. 2-136. - Purpose and duties.

The equal opportunity and accessibility advisory board shall ensure the benefits of the Americans with Disabilities Act and Title VI of the Civil Rights Act to citizens of the city. *It also shall serve as a liaison between the retired or senior citizens of the city and the board of city commissioners.* The board shall act in an advisory capacity as a clearinghouse for community concerns as outlined in this division and its duties shall be to:

- (a) ~~To~~ help to preserve and further the good name of the city by fostering and promoting amicable relations among individual citizens and various groups of ~~citizens in the city and its environs;~~
- (b) ~~To~~ help to ensure that each citizen, regardless of race, religion, color, age, sex, disability, language proficiency, ~~or~~ national origin *or any other protected class*, has an opportunity to develop according to his or her abilities without limitations;
- (c) ~~To~~ act as an agency with the responsibility of analyzing the depth and scope of community problems *or needs* in the general areas of community involvement and communications, accessibility, education, economic opportunity, recreation, racial inequality, *transportation, housing needs*, and concerns of the youth *and retired or senior citizens of the community*;
- (d) ~~To~~ present such community problems *or needs* to the appropriate elected or appointed officials, ~~or~~ the Kansas Human Rights Commission, or *another* appropriate local or state agency, *civic group or business group*, and ask that such problems *or needs* be examined and that the board be advised of any *corrective* actions taken;
- (e) ~~To~~ enlist the resources of *government*, individuals, and groups toward the improvement of intergroup relations *and living standards*, and encourage community support and understanding ~~by the general public~~ of the board's concerns;
- (f) ~~To~~ support *local, state or federal* legislation, where appropriate, ~~that is designed~~ to reduce or eliminate discriminatory practices and group or individual prejudices *or improve the general welfare*;
- (g) ~~To~~ advise and make recommendations to the board of city commissioners on such matters related to accessibility as, from time to time, may be referred to the board;
- (h) ~~To~~ evaluate public projects and activities, review plans for city construction projects with potential accessibility issues prior to implementation, and advise city staff on matters related to accessibility;

- (i) To provide technical assistance to the city on matters related to the population and serve as an advocate for citizens with disabilities;
- (j) To serve as a resource on policy and/or procedure for members of the board of city commissioners and for city staff;
- (k) To review federal and state regulations and guidelines on accessibility, and to report its findings to the appropriate city department, division or board; and
- (l) To *regularly* review and revise the city's American with Disabilities Act Transition Plan as needed, and make recommendations for its implementation.

Section IV, Item 1.

Secs. 2-137—2-155. - Reserved.

SECTION THREE: The Governing Body of the City of Arkansas City, Kansas, hereby authorizes the Mayor and/or staff of the City of Arkansas City to take such further and other necessary actions that are required to effectuate the intent and purposes of this Legislative Enactment.

SECTION FOUR: PUBLICATION; EFFECTIVE DATE. This ordinance, or a summary thereof, shall be published one time in the official City newspaper, and shall take effect and be in force from and after said publication.

PASSED AND ORDAINED by the Governing Body of the City of Arkansas City, Kansas, on this 18th day of August, 2020.

(Seal)

Karen Welch, Mayor

ATTEST:

Lesley Shook, City Clerk

APPROVED AS TO FORM:

Larry R. Schwartz, City Attorney

CERTIFICATE

I hereby certify that the above and foregoing is a true and correct copy of the Ordinance No. 2020-08-4515 of the City of Arkansas City, Kansas, adopted by the Governing Body thereof on August 18, 2020, as the same appears of record in my office.

DATED: _____.

Lesley Shook, City Clerk

DISCRIMINATION



Basically, all prospective and current tenants must be respected and treated equally.

Current federal fair housing laws extend protection from discrimination on the basis of race, sex, religion, national origin, ancestry, color, familial status and disability. This protection applies to all sections of the United States.

Enforcement procedures in discrimination cases include the use of administrative law judges, the power to get injunctions, and the power to secure awards of up to \$100,000 for fair housing complaints handled through administrative or federal court procedures.

Although Kansas state discrimination laws are in compliance with federal laws, not all local governments have included families with children and persons with disabilities. Some local laws protect additional groups such as marital status and sexual orientation.

Fair housing laws cover not only the specific decision on whether to sell or rent to certain persons or classes of people, but also issues such as charging higher rent or establishing different requirements, conditions, or services. They cover the individuals involved, and situations involving families or guests may apply as well.

Landlords can not legally threaten you, intimidate you, or otherwise retaliate against you if you stand up for your rights.

If you think you have been discriminated against, you should definitely check out your rights and pursue a complaint either directly with your landlord or through the appropriate authority. If it's too late to make the situation better for yourself, at least you can maybe make it better for the next person. The following listing details the powers and procedures for the various ways to provide fair housing complaints.

LOCAL GOVERNMENT

(See box for which cities have fair housing ordinances - next page)

GROUPS COVERED: Varies. Generally include race, sex, religion, national origin, color, ancestry. Some include handicap, marital status, families with children, sexual orientation and welfare income.

WHO INVESTIGATES: Volunteer board members or paid staff.

LIMIT TO FILE: Varies. Generally 180 days.

POWERS: (1) Voluntary conciliation agreements which can include cash awards, agreements to rent, not evict, change management practices, etc. (2) Public hearings before volunteer boards, legal counsel often available. Ability to order injunctions and limits on awards will vary. Enforcement assistance from and appeals to District Court should be applicable, but may vary based on specific local ordinance.

HOW TO CONTACT: Call City Hall and inquire about "Human Relations", "Human Resources" or "Civil Rights" board or staff.

STATE GOVERNMENT

GROUPS COVERED: Race, sex, religion, national origin, ancestry, color, disability and families with children.

WHO INVESTIGATES: Paid staff, based in Topeka and Wichita, who travel the entire state.

LIMIT TO FILE: 1 year.

HOW SOON INVESTIGATION MUST

START: Respondent (the landlord) must be contacted within 10 days.

POWERS: (1) Voluntary conciliation agreements. (See Local page 29.) (2) Hearings generally held in the city where the complaint was filed. Administrative hearings, option of using staff attorney or private counsel. Staff hearing examiner can award actual damages, no limit, and "pain and suffering" damages up to \$2,000.00. Decisions are enforced by or appealed to Kansas District Court.

HOW TO CONTACT: The Kansas Human Rights Commission is in Topeka at 900 SW Jackson, Suite 568, South, 66612; phone 1-888-793-6874. Education specialists are available to answer questions. You can also obtain a copy of the Kansas Act Against Discrimination upon request or at www.khrc.net

FEDERAL GOVERNMENT

GROUPS COVERED: Race, sex, religion, national origin, color, ancestry, disability, and families with children.

Disability is the same as "handicap" and is broadly defined to include anyone who has or

is regarded as having a physical or mental disability (protects people with illnesses such as AIDS, specifically does not protect people with substance abuse problems). Landlords must allow physically disabled tenants, at their own expense, to make "reasonable" modifications to a rental unit to make it accessible. (The landlord does have the right to insist on certain standards of workmanship and, in some cases, on restoration of the property to its original condition at move-out.)

Renting to families with children can still be limited by occupancy limits in local housing codes in terms of how many people a landlord can rent to, but buildings or complexes which meet certain guidelines for operating exclusively for senior citizens are the only ones which can exclude families.

All new rental construction with 4 or more units must be "accessible" or "adaptable" for disabled persons. Copies of the law are available from HUD, your library, your congressperson and on the Internet.

Civil Rights Commissions

A 1988 state list indicates that 24 Kansas cities have fair housing ordinances. Copies of these ordinances should be available through the City Clerk. The City Manager or someone in a Community Development or Human Resources department is usually responsible for investigation. Most cities have a Human Relations Commission, a board of local citizens appointed to settle disputes.

- | | | | |
|---------------|---------------|-------------|-----------|
| Arkansas City | Fort Scott | Lawrence | Parsons |
| Atchison | Garden City | Leavenworth | Pittsburg |
| Chanute | Hutchinson | Liberal | Salina |
| Coffeyville | Independence | Manhattan | Topeka |
| Dodge City | Junction City | Olathe | Wichita |
| Emporia | Kansas City | Ottawa | Winfield |

WHO INVESTIGATES: Paid staff of Department of Housing and Urban Development (HUD), based in area or regional offices, who will travel as needed.

COST: None for investigation, might be some for witness fees or court costs. Can be waived if complainant cannot afford.

LIMIT TO FILE: 1 year.

HOW SOON INVESTIGATION MUST

START: Respondent must be contacted within 10 days, investigation completed within 100 days, if possible.

POWERS: (1) Voluntary conciliation agreements. (See Local and State above). (2) Administrative hearings. Complainant assisted by HUD investigator and HUD legal counsel, before HUD administrative law judge. Power of injunction, right to award actual damages and attorneys fees, fines up to \$50,000. Hearings are to be held "in the vicinity" of where the complaint occurred. (3) Federal District Court, by request. Justice Department would represent complainants before federal judge and/or jury. Power of injunction, right to award actual damages and attorneys fees, fines up to \$100,000. Federal courts in Kansas are in Kansas City, Topeka, and Wichita.

HOW TO CONTACT: Call 1-800-669-9777 for national information or 1-800-743-5323 for the Great Plains Regional HUD office, 400 State Avenue, Kansas City, Kansas 66101

PRIVATE ATTORNEY

GROUPS COVERED: Any covered by local, state or federal law, or other policy or regulation.

WHO INVESTIGATES: Varies.

COST: Negotiable, can be high, can be low or "contingency fee."

LIMIT TO FILE: Federal law allows up to 2 years for private lawsuit; Kansas and local law

may vary up to 5 years depending on nature of lawsuit.

HOW SOON INVESTIGATION MUST

START: Varies. Can take some time to prepare case and get through various court systems. In the past, however, there have been times when this was faster and more effective than using government procedures.

POWERS: No limit on settlements, all administrative procedures, no limit on penalties requested or awarded.

HOW TO CONTACT: Check with local, state and federal courts for names of attorneys who have been involved in discrimination cases; check with local and state bar association "lawyer referral" programs; contact libraries or human relations boards for names of attorneys nationally that have been successful in fair housing lawsuits.

THE RULE OF THUMB: If you have a complaint check with local, state, and federal levels of government or private attorneys to see

- (1) whether your particular complaint is covered
- (2) how quickly they are required to act on and settle complaints
- (3) how close the administrative or court hearing would be to where you live, and
- (4) what powers and authority they have to get money or other judgments.

Another **wise move** can be to file your complaint with all levels of government. Generally, government agencies will defer down to the most local agency that has authority in your area. However, by filing in a timely manner with everyone, if you are not satisfied with the investigation at one level, you can ask the next to assist you. Because all government levels have time limits that you must meet for filing, if you waited for one investigation to finish and were dissatisfied, it might be too late to file with the next.

AD ASTRA PER ASPERA

Kansas

Human Rights Commission



**Kansas Act Against Discrimination
(KAAD)**

and

**Kansas Age Discrimination in Employment Act
(KADEA)**

Updated Effective July 1, 2012

Kansas Human Rights Commission

Updated Effective July 1, 2012

Disclaimer

These statutes were compiled by the staff of the Kansas Human Rights Commission. The text was taken from the Kansas Statutes Annotated and Session Laws and represents the agency's best effort to accurately reflect the laws listed herein. The official Kansas Statutes and Session Laws are, however, the best source for statutes. This booklet is merely prepared as a convenience to the public. The Kansas Secretary of State's office can be contacted at (785) 296-4564 or www.sos.ks.gov to purchase copies of the Kansas Statutes and Session Laws. Kansas Statutes are also available on-line through the Kansas Legislature's website at www.kslegislature.org.

Nothing contained herein should be construed as legal advice by the Kansas Human Rights Commission. If you are not an attorney, you should secure competent counsel to interpret the statutes and advise you.

| Table of Contents | | |
|--------------------------|--|-------------|
| Statute No. | Topic | Page |
| | KANSAS HUMAN RIGHTS COMMISSION CONTACT INFORMATION | 3 |
| | STATUTORY HISTORY | 4 |
| | KANSAS ACT AGAINST DISCRIMINATION | 7 |
| 44-1001 | Title of act; declaration of state policy and purpose | 7 |
| 44-1002 | Definitions | 7 |
| 44-1002a | Repealed | 9 |
| 44-1003 | Human rights commission; membership; organization compensation and expenses staff | 9 |
| 44-1003a | Repealed | 10 |
| 44-1004 | Powers and duties of commission | 10 |
| 44-1005 | Complaints; investigation; proceedings; remedial orders; dismissal of certain complaints, when, procedure and effect | 11 |
| 44-1006 | Construction of act | 13 |
| 44-1007 | Invalidity of part | 14 |
| 44-1008 | Repealed | 14 |
| 44-1009 | Unlawful employment practices; unlawful discriminatory practices | 14 |
| 44-1010 | Petition for reconsideration of orders of commission | 16 |
| 44-1011 | Enforcement of commission orders; judicial review; procedure | 16 |
| 44-1012 | Posting of law and information | 17 |
| 44-1013 | Unlawful acts; penalties | 17 |
| 44-1014 | Repealed | 17 |
| | SUPPLEMENTAL ACTS | 18 |
| 44-1015 | Discrimination in housing; definitions | 18 |
| 44-1015a | Repealed | 18 |
| 44-1016 | Same; unlawful acts in connection with sale or rental of real property | 18 |
| 44-1017 | Same; unlawful acts as to real estate loans | 20 |

| Table of Contents | | |
|--------------------------|--|-------------|
| Statute No. | Topic | Page |
| 44-1017a | Same; homeowners association; removal of certain restrictive covenants; penalties | 20 |
| 44-1018 | Same; application of act | 20 |
| 44-1019 | Same; complaints; referral to local authority, when; investigation; administrative proceedings; election to file action in court; administrative remedial orders | 21 |
| 44-1020 | Same; subpoenas; witness fees and mileage; interim judicial relief; criminal enforcement of subpoenas | 24 |
| 44-1021 | Same; judicial review of commission action; civil enforcement of act | 24 |
| 44-1022 | Same; civil action by attorney general, when | 25 |
| 44-1023 | Same; assignment of case; expedition | 25 |
| 44-1024 | Same; effect of city ordinances governing housing practices | 26 |
| 44-1025 | Same; cooperation of commission with local agencies; agreements | 26 |
| 44-1026 | Same; unlawful acts; enforcement of section | 26 |
| 44-1027 | Same; unlawful acts; penalties | 26 |
| 44-1028 | Same; severability | 26 |
| 44-1029 | Same; act supplemental | 27 |
| 44-1030 | State and local government contracts; mandatory provisions | 27 |
| 44-1030a | Repealed | 27 |
| 44-1031 | Same; personnel to be used in performing contracts; reports; nonapplication to certain contractors | 27 |
| 44-1032 | Responsibility for and review of compliance with act; subpoenas; access to premises; oaths and depositions; failure to obey court order, effect; immunity of witnesses from prosecution; perjury | 27 |
| 44-1033 | Initiation and processing complaints; use of information | 28 |
| 44-1034 | Rules and regulations | 28 |
| 44-1035 | Information on racial identification maintained solely on payroll tapes; retrieval restricted | 28 |
| 44-1036 | Severability | 28 |
| 44-1037 | Liberal construction | 28 |
| 44-1038 | Provisions of 44-1031 to 44-1037 supplemental to act against discrimination | 28 |
| 44-1039 | Unlawful act; perjury | 28 |
| 44-1040 | Repealed | 29 |
| 44-1041 | Unlawful acts; penalty | 29 |
| 44-1042 | Award of compensatory damages; reduction | 29 |
| 44-1043 | Provisions of 44-1039 to 44-1042 supplemental to act against discrimination | 29 |
| 44-1044 | Probable cause determinations under 44-1005 or 44-1019; exempt from judicial review and civil enforcement of agency actions act | 29 |
| 44-1101 to 44-1109 | Repealed | 29 |
| | KANSAS AGE DISCRIMINATION IN EMPLOYMENT ACT | 30 |
| 44-1111 | Kansas age discrimination in employment act | 30 |
| 44-1112 | Definitions | 30 |
| 44-1113 | Unlawful employment practices based on age | 30 |
| 44-1114 | Posting of act | 32 |
| 44-1115 | Complaint procedure; hearings; orders; rehearing; court review; dismissal of certain complaints, when, procedure and effect | 32 |
| 44-1116 | Contractors; requirements | 32 |
| 44-1117 | Unlawful acts; penalties | 32 |
| 44-1118 | Construction of act; applicability of act, exclusions | 32 |
| 44-1119 | Severability of provisions | 33 |

| Table of Contents | | |
|-------------------|---|------|
| Statute No. | Topic | Page |
| 44-1120 | Applicability, constructions and effective date of 1988 act | 33 |
| 44-1121 | Rules and regulations | 33 |

KANSAS HUMAN RIGHTS COMMISSION CONTACT INFORMATION

Main Office in Topeka

900 S.W. Jackson, Suite 568-S
 Topeka, Kansas 66612
 Voice (785) 296-3206
 Fax (785) 296-0589
 TTY (785) 296-0245
 Toll-Free 1-888-793-6874
 E-mail khrc@ink.org
 Website www.khrc.net

Wichita Office

130 S. Market, Suite 7050
 Wichita, Kansas 67202
 Voice (316) 337-6270
 Fax (316) 337-7376

Dodge City Office

100 Military Plaza, Suite 220
 Dodge City, Kansas 67801
 Voice (620) 225-4804
 Fax (620) 225-4986

Independence Office

200 Arco Place, Suite 311
 Independence, Kansas 67301
 Voice (620) 331-7083
 Fax (620) 331-7135

STATUTORY HISTORY

The Kansas Act Against Discrimination was passed in 1953 making Kansas the twelfth state in the United States to have a law against discrimination. The act was limited to employment practices and had no enforcement provisions. The act was amended in 1961 to become an enforceable law prohibiting discriminatory employment practices because of race, religion, color, national origin or ancestry.

The act was amended in 1963 to prohibit discrimination by hotels, motels, cabin camps and restaurants. In 1965 the legislature broadened the act's coverage of employment practices and places of public accommodations. In 1967 the Commission was given the power to investigate complaints of discrimination and the power of subpoena.

Housing discrimination was prohibited by the act of the 1970 Kansas Legislature, which also increased the size of the Commission to its present seven members and gave it power to conduct investigations without the filing of a formal complaint.

The 1972 Kansas Legislature further amended the act in three ways. The Commission was given authority to investigate complaints of sex discrimination, have a contract compliance program, and to use hearing examiners for public hearings.

In 1974 the Legislature prohibited discrimination in employment and public accommodations because of physical handicap but limited remedies for such discrimination. The law has been changed since that time to include persons with physical and mental disabilities.

In 1975 amendments eliminated some sex biased pronouns, required employment of a full-time hearing examiner, required that complaints be served on the respondent within seven days of filing and made a number of other changes.

The 1977 Legislature amended only the contract compliance sections (K.S.A. 44-1030 and K.S.A. 44-1031), removing most of the burden of paperwork from contractors, contracting agencies and the Commission, and setting a lower limit of \$5,000.00 cumulatively in a fiscal year on contracts to be included in the coverage of the law.

In 1978 the legislature amended K.S.A. 44-1003 to permit the use of a pro tem hearing examiner, and to subject the Commission to possible abolishment under the provisions of the Sunset Law. K.S.A. 44-1035 was amended to allow the State equal employment opportunity office access to racial identification maintained on State payroll tapes.

In 1983 age discrimination in employment (applicable only to those persons within the 40-70 age bracket) was enacted in the Kansas Age Discrimination in Employment Act (K.S.A. 44-1111, et seq.) The Kansas Age Discrimination in Employment Act was again amended in 1988 to include those persons within ages 18 and over. Later, in 2008, the definition of age was changed to 40 or more years.

In 1984 compensation for pain, suffering, and humiliation (with a maximum award of \$2,000.00) was amended to the Act.

In 1986, K.S.A. 44-1011 was amended to place appeals and enforcement of final public hearing orders of the Kansas Commission on Civil Rights under the Act for Judicial Review and Civil Enforcement of Agency Actions (K.S.A. 77-601 et seq.). However, K.S.A. 1988 Supp. 77-618(b) indicates that review of disputed issues of fact shall be confined to the agency record for judicial

review, as supplemented by possible additional evidence, and that review of KCCR orders will be in accordance with K.S.A. 44-1011 and K.S.A. 44-1021. In 1985, K.S.A. 44-1044 was added to provide that Commission findings of “no probable cause” were exempt for the act for Judicial Review and Civil Enforcement of Agency Actions.

In 1988 and 1989 the Legislature amended K.S.A. 44-1005, 44-1011, 44-1019, and 44-1115 so that Commission public hearings are conducted in accordance with the Kansas Administrative Procedure Act (K.S.A. 77-501 et seq.). These amendments also established, in K.S.A. 44-1005, that such hearings are governed by the rules of evidence.

In 1989 K.S.A. 44-1121 was added to give the Commission the authority to adopt suitable rules and regulations to carry out the provisions of the Kansas Age Discrimination in Employment Act.

In 1991, the act was amended so as to prohibit discrimination in employment, public accommodations and housing on the basis of disability, and to also prohibit housing discrimination on the basis of familial status. In 1991 the act was further amended to change the name of the Kansas Commission on Civil Rights to the Kansas Human Rights Commission.

In 1992 K.S.A. 44-1003 was amended to remove the Commission from the provisions of the so-called “Sunset Law”, so that the Commission was no longer subject to abolition under that law.

In 1992 several amendments to the housing discrimination provisions of the act were made which expanded the remedies and options available in housing discrimination situations.

In 1995 K.S.A. 44-1003 were amended by two separate legislative bills, resulting in both a section K.S.A. 44-1003 and 44-1003a appearing in the statute book. The changes removed the statutory requirement that the Commission employ at least one full-time hearing examiner, authorized the Commission to employ or contract for the services of hearing examiners or pro tem hearing examiners to preside over public hearings, and amended the provisions of the statute regarding the terms, appointment and confirmation of the Commissioners. The changes also established a requirement that no more than four of the Commissioners may be from the same political party. Also in 1995, K.S.A. 44-1005 and K.S.A. 44-1115 were amended to provide that a complaint may be dismissed under certain circumstances after pending before the Commission for at least 300 days without a finding or disposition by the Commission, with that dismissal constituting exhaustion of the administrative remedies sufficient to allow a complainant to thereafter file the matter in court.

In 1996 K.S.A. 44-1003 was amended to reconcile the inconsistencies between K.S.A. 44-1003 and K.S.A. 44-1003a. The language in K.S.A. 44-1003a providing that no more than four members of the Commission shall be from the same political party, that a Commissioner may not act until confirmed by the Senate, and the Commissioners’ terms end on January 15, was incorporated into K.S.A. 44-1003. K.S.A. 44-1003a was repealed.

Beginning in 1999, the Kansas Act Against Discrimination prohibited discrimination on the basis of genetic screening or testing, which also allowed the KHRC to investigate such complaints.

The 2001 Legislature amended K.S.A. 44-1015 subsection (i)(4) to be in accordance with the provisions of K.S.A. 75-4215, which regulates payments to the state treasurer when a civil penalty is awarded in a case of housing discrimination. This amendment is effective as of July 1, 2001.

K.S.A. 44-1005 was amended effective July 1, 2004 to require that on and after July 1, 2007, the Commission shall utilize hearing officers from the Office of Administrative Hearings within the Department of Administration to conduct its public hearings. The amendment eliminated the Commission’s options of employing a hearing examiner or having its own public hearings presided over by contract pro tem hearing officers. The Commission retains the option under the statute of conducting public hearings presided over by a panel of Commissioners. K.S.A. 44-1005 was further amended to remove references to dismissal of cases filed before July 1, 1996 pending before the

Commission for over 300 days without a determination. No such cases were in existence, and thus the provisions were considered archaic and no longer needed.

Substitute for Senate Bill 77 of the 2005 Legislative Session enacted K.S.A. 22-4606 et seq. effective July 1, 2005, which prohibited law enforcement officers or agencies from relying, as the sole factor, on race, ethnicity, national origin, gender or religious dress in selecting which individuals to subject to routine traffic stops, or in deciding upon the scope and substance of law enforcement activity following the initial routine traffic stop. The law mandated that the Commission shall receive, review, and investigate, if necessary, complaints of racial and other profiling. Subsequently, SB 93 of the 2011 Legislative Session transferred the filing and investigation, if necessary, of profiling complaints from the Kansas Human Rights Commission to the Office of the Attorney General. The law became effective upon its publication in the Kansas Register on May 26, 2011.

House Bill 2582 of the 2006 Legislative Session amended the Kansas Act Against Discrimination to prohibit discrimination in homeowners associations' restrictive covenants based on race, religion, color, sex, disability, familial status, national origin, and ancestry. If the homeowners association fails to delete prohibited language, the Commission may bring action against the homeowners association for injunctive relief. These provisions are detailed in K.S.A. 44-1017a.

House Bill 2771 of the 2008 Legislative Session amended the definition of age in the Kansas Age Discrimination in Employment Act from 18 and over to 40 and over.

The 2012 Legislature adopted House Bill 2335 to amend the "disability" provisions in the Kansas Act Against Discrimination (KAAD) and bring them into alignment with the federal Americans with Disabilities Act Amendments Act of 2008. It expands the definition of "regarded as having such an impairment" and clarifies that reasonable accommodation or a reasonable modification of policies, practices, or procedures need not be provided to a person regarded as having a physical or mental impairment. Further, the bill defines "major life activities" and states that the KAAD definition of "disability" should be construed in favor of broad coverage of individuals to the extent permitted by the KAAD.

Additionally, the bill provides that an impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability, and that an impairment that is episodic or in remission is a disability if it substantially limits a major life activity when active. Finally, it provides that the determination of whether an impairment substantially limits a major life activity be made without regard to the ameliorative effects of mitigating measures such as medication, equipment, or technology. Ordinary eyeglasses and contact lenses, however, will be considered.

KANSAS ACT AGAINST DISCRIMINATION

44-1001. Title of act; declaration of state policy and purpose. This act shall be known as the Kansas act against discrimination. It shall be deemed an exercise of the police power of the state for the protection of the public welfare, safety, health and peace of the people of this state. The practice or policy of discrimination against individuals in employment relations, in relation to free and public accommodations, in housing by reason of race, religion, color, sex, disability, national origin or ancestry or in housing by reason of familial status is a matter of concern to the state, since such discrimination threatens not only the rights and privileges of the inhabitants of the state of Kansas but menaces the institutions and foundations of a free democratic state. It is hereby declared to be the policy of the state of Kansas to eliminate and prevent discrimination in all employment relations, to eliminate and prevent discrimination, segregation, or separation in all places of public accommodations covered by this act, and to eliminate and prevent discrimination, segregation or separation in housing.

It is also declared to be the policy of this state to assure equal opportunities and encouragement to every citizen regardless of race, religion, color, sex, disability, national origin or ancestry, in securing and holding, without discrimination, employment in any field of work or labor for which a person is properly qualified, to assure equal opportunities to all persons within this state to full and equal public accommodations, and to assure equal opportunities in housing without distinction on account of race, religion, color, sex, disability, familial status, national origin or ancestry. It is further declared that the opportunity to secure and to hold employment, the opportunity for full and equal public accommodations as covered by this act and the opportunity for full and equal housing are civil rights of every citizen.

To protect these rights, it is hereby declared to be the purpose of this act to establish and to provide a state commission having power to eliminate and prevent segregation and discrimination, or separation in employment, in all places of public accommodations covered by this act, in housing because of race, religion, color, sex, disability, national origin or ancestry and in housing because of familial status, either by employers, labor organizations, employment agencies, realtors, financial institutions or other persons as hereinafter provided.

History: L. 1953, ch. 249, § 1; L. 1961, ch. 248, § 1; L. 1963, ch. 279, § 1; L. 1965, ch. 323, § 1; L. 1972, ch. 194, § 1; L. 1974, ch. 209, § 1; L. 1991, ch. 147, § 1; July 1.

44-1002. Definitions. When used in this act:

- (a) "Person" includes one or more individuals, partnerships, associations, organizations, corporations, legal representatives, trustees, trustees in bankruptcy or receivers.
- (b) "Employer" includes any person in this state employing four or more persons and any person acting directly or indirectly for an employer, labor organizations, nonsectarian corporations, organizations engaged in social service work and the state of Kansas and all political and municipal subdivisions thereof, but shall not include a nonprofit fraternal or social association or corporation.
- (c) "Employee" does not include any individual employed by such individual's parents, spouse or child or in the domestic service of any person.
- (d) "Labor organization" includes any organization which exists for the purpose, in whole or in part, of collective bargaining, of dealing with employers concerning grievances, terms or conditions of employment or of other mutual aid or protection in relation to employment.
- (e) "Employment agency" includes any person or governmental agency undertaking, with or without compensation, to procure opportunities to work or to procure, recruit, refer or place employees.
- (f) "Commission" means the Kansas human rights commission created by this act.
- (g) "Unlawful employment practice" includes only those unlawful practices and acts specified in K.S.A. 44-1009 and amendments thereto and includes segregate or separate.
- (h) "Public accommodations" means any person who caters or offers goods, services, facilities and accommodations to the public. Public accommodations include, but are not limited to, any

lodging establishment or food service establishment, as defined by K.S.A 36-501 and amendments thereto; any bar, tavern, barbershop, beauty parlor, theater, skating rink, bowling alley, billiard parlor, amusement park, recreation park, swimming pool, lake, gymnasium, mortuary or cemetery which is open to the public; or any public transportation facility. Public accommodations do not include a religious or nonprofit fraternal or social association or corporation.

- (i) "Unlawful discriminatory practice" means:
 - (1) Any discrimination against persons, by reason of their race, religion, color, sex, disability, national origin or ancestry:
 - (A) In any place of public accommodations; or
 - (B) in the full and equal use and enjoyment of the services, facilities, privileges and advantages of any institution, department or agency of the state of Kansas or any political subdivision or municipality thereof; and
 - (2) any discrimination against persons in regard to membership in a nonprofit recreational or social association or corporation by reason of race, religion, sex, color, disability, national origin or ancestry if such association or corporation has 100 or more members and:
 - (A) Provides regular meal service; and
 - (B) receives payment for dues, fees, use of space, use of facility, services, meals or beverages, directly or indirectly, from or on behalf of nonmembers. This term shall not apply to a religious or private fraternal and benevolent association or corporation.
- (j) "Disability" means, with respect to an individual:
 - (1) A physical or mental impairment that substantially limits one or more of the major life activities of such individual;
 - (2) a record of such an impairment; or
 - (3) being regarded as having such an impairment.

Disability does not include current, illegal use of a controlled substance as defined in section 102 of the federal controlled substance act (21 U.S.C. 802), in housing discrimination. In employment and public accommodation discrimination, "disability" does not include an individual who is currently engaging in the illegal use of drugs where possession or distribution of such drugs is unlawful under the controlled substance act (21 U.S.C. 812), when the covered entity acts on the basis of such use.
- (k) (1) "Reasonable accommodation" means:
 - (A) Making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and
 - (B) job restructuring; part-time or modified work schedules; reassignment to a vacant position; acquisition or modification of equipment or devices; appropriate adjustment or modifications of examinations, training materials or policies; provision of qualified readers or interpreters; and other similar accommodations for individuals with disabilities.
 - (2) A reasonable accommodation or a reasonable modification to policies, practices, or procedures need not be provided to an individual who meets the definition of disability in K.S.A. 44-1002(j)(3), and amendments thereto.
- (l) "Regarded as having such an impairment" means the absence of a physical or mental impairment but regarding or treating an individual as though such an impairment exists. An individual meets the requirements of "being regarded as having such an impairment" if the individual establishes that such individual has been subjected to an action prohibited under this act because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity. Subsection (j)(3) shall not apply to impairments that are transitory or minor. A transitory impairment is an impairment with an actual or expected duration of six months or less.
- (m) "Major life activities" means:
 - (1) Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.
 - (2) It also includes the operating of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

(n) "Genetic screening or testing" means a laboratory test of a person's genes or chromosomes for abnormalities, defects or deficiencies, including carrier status, that are linked to physical or mental disorders or impairments, or that indicate a susceptibility to illness, disease or other disorders, whether physical or mental, which test is a direct test for abnormalities, defects or deficiencies, and not an indirect manifestation of genetic disorders.

History: L. 1953, ch. 249, § 2; L. 1961, ch. 248, § 2; L. 1963, ch. 279, § 2; L. 1965, ch. 323, § 2; L. 1970, ch. 192, § 1; L. 1972, ch. 194, § 2; L. 1974, ch. 209, § 2; L. 1975, ch. 264, § 1; L. 1991, ch. 147, § 2; L. 1992, ch. 91, § 1; L. 1999, ch. 32, § 1; L. 2012, ch. 48, § 1; July 1.

44-1002a. History: L. 1953, ch. 249, § 2; L. 1961, ch. 248, § 2; L. 1963, ch. 279, § 2; L. 1965, ch. 323, § 2; L. 1970, ch. 192, § 1; L. 1972, ch. 194, § 2; L. 1974, ch. 209, § 2; L. 1975, ch. 264, § 1; L. 1991, ch. 148, § 2; Repealed, L. 1992, ch. 91, § 4; April 23.

44-1003. Human rights commission; membership; organization compensation and expenses staff.

- (a) There is hereby created the Kansas human rights commission. The commission shall consist of seven members, two of whom shall be representative of industry, two of whom shall be representative of labor, one of whom shall be a person authorized to practice law in this state, one of whom shall be a representative of the real estate industry, and one of whom shall be appointed at large, to be known as commissioners. No more than four members of the commission shall be from the same political party. Members of the commission shall be appointed by the governor, subject to confirmation by the senate as provided in K.S.A. 75-4315b and amendments thereto. Except as provided by K.S.A. 46-2601 and amendments thereto, no person appointed to the commission shall exercise any power, duty or function as a member of the commission until confirmed by the senate. One member shall be designated by the governor as chairperson and shall preside at all meetings of the commission and perform all the duties and functions of chairperson.
- (b) The commission may designate one member to act as chairperson during the absence or incapacity of the chairperson, and, when so acting, the member designated shall have and perform all the duties and functions of the chairperson of the commission.
- (c) Except as provided by subsection (d), the term of office of each member of the commission shall be four years and until a successor is confirmed. Any member chosen to fill a vacancy occurring other than by expiration of term shall be appointed for the unexpired term of the member's predecessor.
- (d) The terms of members who are serving on the commission on the effective date of this act shall expire on January 15, of the year on which such member's term would have expired under the provisions of this section prior to amendment by this act. Thereafter, members shall be appointed for terms of four years and until their successors are appointed and confirmed.
- (e) A majority of the current members of the commission shall constitute a quorum for the purpose of conducting the business of the commission, except as otherwise provided in this section. Vacancies on the commission shall not impair the right of the remaining members to exercise all the powers of the commission.
- (f) Members of the Kansas human rights commission attending meetings of the commission, or attending a subcommittee meeting thereof authorized by the commission, shall be paid compensation, subsistence allowances, mileage and other expenses as provided in K.S.A. 75-3223 and amendments thereto.
- (g) The commission shall employ a full-time executive director who shall be in the unclassified service under the Kansas civil service act and who shall receive an annual salary fixed by the commission, with the approval of the governor. The commission shall employ such professional staff and full or part-time legal, stenographic and clerical assistants as necessary to carry out the provisions of this act and shall fix the amount of their compensation. The commission also may employ or may contract for the services of qualified hearing examiners to conduct hearings. In addition, the commission may employ or may contract for the services of qualified hearing examiners pro tem when necessitated by the incapacity or disqualification of the other hearing examiners. All hearing examiners shall be admitted to practice law before the supreme court of Kansas. The appointment and compensation of legal counsel, except those members of the legal staff serving as hearing examiners, shall be approved by the attorney general.

(h) On July 1, 1991, the commission on civil rights shall become the Kansas human rights commission. The Kansas human rights commission shall be a continuation of the commission on civil rights and members and employees of the commission on civil rights shall continue as members and employees of the Kansas human rights commission. All rules and regulations and orders of the commission on civil rights shall be deemed rules and regulations and orders of the Kansas human rights commission. All properties, moneys, appropriations, rights and authorities vested in the commission on civil rights shall be vested in the Kansas human rights commission. Whenever the commission on civil rights, or words of like effect, is referred to or designated by any statute, contract or other document, such reference or designation shall be deemed to apply to the Kansas human rights commission.

History: L. 1953, ch. 249, § 3; L. 1961, ch. 248, § 3; L. 1965, ch. 323, § 3; L. 1967, ch. 284, § 1; L. 1970, ch. 192, § 8; L. 1972, ch. 194, § 3; L. 1974, ch. 348, § 18; L. 1975, ch. 264, § 2; L. 1978, ch. 198, § 1; L. 1978, ch. 308, § 49; L. 1982, ch. 347, § 20; L. 1991, ch. 148, § 3; L. 1992, ch. 116, § 28; L. 1995, ch. 247, § 1; L. 1996, ch. 250, § 1; July 1.

44-1003a. History: L. 1953, ch. 249, § 3; L. 1961, ch. 248, § 3; L. 1965, ch. 323, § 3; L. 1967, ch. 284, § 1; L. 1970, ch. 192, § 8; L. 1972, ch. 194, § 3; L. 1974, ch. 348, § 18; L. 1975, ch. 264, § 2; L. 1978, ch. 198, § 1; L. 1978, ch. 308, § 49; L. 1982, ch. 347, § 20; L. 1991, ch. 148, § 3; L. 1992, ch. 116, § 28; L. 1995, ch. 241, § 6; Repealed, L. 1996, ch. 250, § 2; July 1.

44-1004. Powers and duties of commission. The commission shall have the following functions, powers and duties:

- (1) To establish and maintain its principal office in the city of Topeka, and such other offices elsewhere within the state as it may deem necessary.
- (2) To meet and function at any place within the state.
- (3) To adopt, promulgate, amend and rescind suitable rules and regulations to carry out the provisions of this act, and the policies and practices of the commission in connection therewith.
- (4) To receive, initiate, investigate and pass upon complaints alleging discrimination in employment, public accommodations and housing because of race, religion, color, sex, disability, national origin or ancestry and complaints alleging discrimination in housing because of familial status.
- (5) To subpoena witnesses, compel their appearance and require the production for examination of records, documents and other evidence or possible sources of evidence and to examine, record and copy such materials and take and record the testimony or statements of such persons. The commission may issue subpoenas to compel access to or the production of such materials, or the appearance of such persons, and may issue interrogatories to a respondent to the same extent and subject to the same limitations as would apply if the subpoena or interrogatories were issued or served in aid of a civil action in the district court. The commission shall have access at all reasonable times to premises and may compel such access by application to a court of competent jurisdiction provided that the commission first complies with the provisions of article 15 of the Kansas bill of rights and the fourth amendment to the United States constitution relating to unreasonable searches and seizures. The commission may administer oaths and take depositions to the same extent and subject to the same limitations as would apply if the deposition was taken in aid of a civil action in the district court. In case of the refusal of any person to comply with any subpoena, interrogatory or search warrant issued hereunder, or to testify to any matter regarding which such person may be lawfully questioned, the district court of any county may, upon application of the commission, order such person to comply with such subpoena or interrogatory and to testify. Failure to obey the court's order may be punished by the court as contempt. No person shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter or thing concerning which such person testifies or produces evidence, except that such person so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. The immunity herein provided shall extend only to natural persons.
- (6) To act in concert with other parties in interest in order to eliminate and prevent discrimination and segregation, prohibited by this act, by including any term in a conciliation agreement as could be included in a final order under this act.

- (7) To apply to the district court of the county where the respondent resides or transacts business for enforcement of any conciliation agreement by seeking specific performance of such agreement.
- (8) To issue such final orders after a public hearing as may remedy any existing situation found to violate this act and prevent its recurrence.
- (9) To endeavor to eliminate prejudice among the various ethnic groups and people with disabilities in this state and to further good will among such groups. The commission in cooperation with the state department of education shall prepare a comprehensive educational program designed for the students of the public schools of this state and for all other residents thereof, calculated to emphasize the origin of prejudice against such groups, its harmful effects and its incompatibility with American principles of equality and fair play.
- (10) To create such advisory agencies and conciliation councils, local, regional or statewide, as in its judgment will aid in effectuating the purposes of this act; to study the problem of discrimination in all or specific fields or instances of discrimination because of race, religion, color, sex, disability, national origin or ancestry; to foster, through community effort or otherwise, good will, cooperation and conciliation among the groups and elements of the population of this state; and to make recommendations to the commission for the development of policies and procedures, and for programs of formal and informal education, which the commission may recommend to the appropriate state agency. Such advisory agencies and conciliation councils shall be composed of representative citizens serving without pay. The commission may itself make the studies and perform the acts authorized by this paragraph. It may, by voluntary conferences with parties in interest, endeavor by conciliation and persuasion to eliminate discrimination in all the stated fields and to foster good will and cooperation among all elements of the population of the state.
- (11) To accept contributions from any person to assist in the effectuation of this section and to seek and enlist the cooperation of private, charitable, religious, labor, civic and benevolent organizations for the purposes of this section.
- (12) To issue such publications and such results of investigation and research as in its judgment will tend to promote good will and minimize or eliminate discrimination because of race, religion, color, sex, disability, national origin or ancestry.
- (13) To render each year to the governor and to the state legislature a full written report of all of its activities and of its recommendations.
- (14) To adopt an official seal.
- (15) To receive and accept federal funds to effectuate the purposes of the act and to enter into agreements with any federal agency for such purpose.

History: L. 1953, ch. 249, § 4; L. 1961, ch. 248, § 4; L. 1963, ch. 279, § 3; L. 1965, ch. 323, § 4; L. 1967, ch. 285, § 1; L. 1970, ch. 192, § 2; L. 1972, ch. 194, § 4; L. 1974, ch. 209, § 3; L. 1975, ch. 264, § 3; L. 1991, ch. 147, § 3; July 1.

44-1005. Complaints; investigation; proceedings; remedial orders; dismissal of certain complaints, when, procedure and effect

- (a) Any person claiming to be aggrieved by an alleged unlawful employment practice or by an alleged unlawful discriminatory practice, and who can articulate a prima facie case pursuant to a recognized legal theory of discrimination, may, personally or by an attorney-at-law, make, sign and file with the commission a verified complaint in writing, articulating the prima facie case, which shall also state the name and address of the person, employer, labor organization or employment agency alleged to have committed the unlawful employment practice complained of or the name and address of the person alleged to have committed the unlawful discriminatory practice complained of, and which shall set forth the particulars thereof and contain such other information as may be required by the commission.
- (b) The commission upon its own initiative or the attorney general may, in like manner, make, sign and file such complaint. Whenever the attorney general has sufficient reason to believe that any person as herein defined is engaged in a practice of discrimination, segregation or separation in violation of this act, the attorney general may make, sign and file a complaint. Any employer whose employees or some of whom, refuse or threaten to refuse to cooperate with the provisions of this act, may file with the commission a verified complaint asking for assistance by conciliation or other remedial action.

- (c) Whenever any problem of discrimination because of race, religion, color, sex, disability, national origin or ancestry arises, or whenever the commission has, in its own judgment, reason to believe that any person has engaged in an unlawful employment practice or an unlawful discriminatory practice in violation of this act, or has engaged in a pattern or practice of discrimination, the commission may conduct an investigation without filing a complaint and shall have the same powers during such investigation as provided for the investigation of complaints. The person to be investigated shall be advised of the nature and scope of such investigation prior to its commencement. The purpose of the investigation shall be to resolve any such problems promptly. In the event such problems cannot be resolved within a reasonable time, the commission may issue a complaint whenever the investigation has revealed a violation of the Kansas act against discrimination has occurred. The information gathered in the course of the first investigation may be used in processing the complaint.
- (d) After the filing of any complaint by an aggrieved individual, by the commission, or by the attorney general, the commission shall, within seven days after the filing of the complaint, serve a copy on each of the parties alleged to have violated this act, and shall designate one of the commissioners to make, with the assistance of the commission's staff, prompt investigation of the alleged act of discrimination. If the commissioner shall determine after such investigation that no probable cause exists for crediting the allegations of the complaint, such commissioner, within 10 business days from such determination, shall cause to be issued and served upon the complainant and respondent written notice of such determination.
- (e) If such commissioner after such investigation, shall determine that probable cause exists for crediting the allegations for the complaint, the commissioner or such other commissioner as the commission may designate, shall immediately endeavor to eliminate the unlawful employment practice or the unlawful discriminatory practice complained of by conference and conciliation. The complainant, respondent and commission shall have 45 days from the date respondent is notified in writing of a finding of probable cause to enter into a conciliation agreement signed by all parties in interest. The parties may amend a conciliation agreement at any time prior to the date of entering into such agreement. Upon agreement by the parties the time for entering into such agreement may be extended. The members of the commission and its staff shall not disclose what has transpired in the course of such endeavors.
- (f) In case of failure to eliminate such practices by conference and conciliation, or in advance thereof, if in the judgment of the commissioner or the commission circumstances so warrant, the commissioner or the commission shall commence a hearing in accordance with the provisions of the Kansas administrative procedure act naming as parties the complainant and the person, employer, labor organization, employment agency, realtor or financial institution named in such complaint, hereinafter referred to as respondent. A copy of the complaint shall be served on the respondent. At least four commissioners or a presiding officer from the office of administrative hearings shall be designated as the presiding officer. The place of such hearing shall be in the county where respondent is doing business and the acts complained of occurred.
- (g) The complainant or respondent may apply to the presiding officer for the issuance of a subpoena for the attendance of any person or the production or examination of any books, records or documents pertinent to the proceeding at the hearing. Upon such application the presiding officer shall issue such subpoena.
- (h) The case in support of the complaint shall be presented before the presiding officer by one of the commission's attorneys or agents, or by private counsel, if any, of the complainant, and the commissioner who shall have previously made the investigation shall not participate in the hearing except as a witness. Any endeavors at conciliation shall not be received in evidence.
- (i) Any complaint filed pursuant to this act must be so filed within six months after the alleged act of discrimination, unless the act complained of constitutes a continuing pattern or practice of discrimination in which event it will be from the last act of discrimination. Complaints filed with the commission may be dismissed by the commission on its own initiative, and shall be dismissed by the commission upon the written request of the complainant, if the commission has not issued a finding of probable cause or no probable cause or taken other administrative action dismissing the complaint within 300 days of the filing of the complaint. The commission shall mail written notice to all parties of dismissal of a complaint within five days of dismissal. Any such dismissal of a complaint in accordance with this section shall constitute final action by

the commission which shall be deemed to exhaust all administrative remedies under the Kansas act against discrimination for the purpose of allowing subsequent filing of the matter in court by the complainant, without the requirement of filing a petition for reconsideration pursuant to K.S.A. 44-1010 and amendments thereto. Dismissal of a complaint in accordance with this section shall not be subject to appeal or judicial review by any court under the provisions of K.S.A. 44-1011 and amendments thereto. The provisions of this section shall not apply to complaints alleging discriminatory housing practices filed with the commission pursuant to K.S.A. 44-1015 et seq. and amendments thereto.

- (j) The respondent may file a written verified answer to the complaint and appear at such hearing in person or otherwise, with or without counsel, and submit testimony. The complainant shall appear at such hearing in person, with or without counsel, and submit testimony. The presiding officer or the complainant shall have the power reasonably and fairly to amend any complaint, and the respondent shall have like power to amend such respondent's answer. The presiding officer shall be bound by the rules of evidence prevailing in courts of law or equity, and only relevant evidence of reasonable probative value shall be received.
- (k) If the presiding officer finds a respondent has engaged in or is engaging in any unlawful employment practice or unlawful discriminatory practice as defined in this act, the presiding officer shall render an order requiring such respondent to cease and desist from such unlawful employment practice or such unlawful discriminatory practice and to take such affirmative action, including but not limited to the hiring, reinstatement, or upgrading of employees, with or without back pay, and the admission or restoration to membership in any respondent labor organizations; the admission to and full and equal enjoyment of the goods, services, facilities, and accommodations offered by any respondent place of public accommodation denied in violation of this act, as, in the judgment of the presiding officer, will effectuate the purposes of this act, and including a requirement for report of the manner of compliance. Such order may also include an award of damages for pain, suffering and humiliation which are incidental to the act of discrimination, except that an award for such pain, suffering and humiliation shall in no event exceed the sum of \$2,000.
- (l) Any state, county or municipal agency may pay a complainant back pay if it has entered into a conciliation agreement for such purposes with the commission, and may pay such back pay if it is ordered to do so by the commission.
- (m) If the presiding officer finds that a respondent has not engaged in any such unlawful employment practice, or any such unlawful discriminatory practice, the presiding officer shall render an order dismissing the complaint as to such respondent.
- (n) The commission shall review an initial order rendered under subsection (k) or (m). In addition to the parties, a copy of any final order shall be served on the attorney general and such other public officers as the commission may deem proper.
- (o) The commission shall, except as otherwise provided, establish rules of practice to govern, expedite and effectuate the foregoing procedure and its own actions thereunder. The rules of practice shall be available, upon written request, within 30 days after the date of adoption.

History: L. 1953, ch. 249, § 5; L. 1961, ch. 248, § 6; L. 1963, ch. 279, § 4; L. 1965, ch. 323, § 5; L. 1967, ch. 285, § 2; L. 1970, ch. 192, § 3; L. 1972, ch. 194, § 5; L. 1974, ch. 209, § 4; L. 1975, ch. 264, § 4; L. 1984, ch. 186, § 1; L. 1988, ch. 356 § 149; L. 1989, ch. 283, § 9; L. 1991, ch. 147, § 4; L. 1995, ch. 247, § 2; L. 2004, ch. 145, § 15; July 1, 2007.

44-1006. Construction of act.

- (a) The provisions of this act shall be construed liberally for the accomplishment of the purposes thereof. Nothing contained in this act shall be deemed to repeal any of the provisions of any other law of this state relating to discrimination because of race, religion, color, sex, disability, national origin or ancestry, unless the same is specifically repealed by this act.
- (b) Nothing in this act shall be construed to mean that an employer shall be forced to hire unqualified or incompetent personnel, or discharge qualified or competent personnel.
- (c) The definition of "disability" in K.S.A.44-1002(j), and amendments thereto, shall be construed in accordance with the following:
 - (1) The definition of disability in this act shall be construed in favor of broad coverage of individuals under this act, to the maximum extent permitted by the terms of this act;

- (2) an impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability;
- (3) an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active; and
- (4) (A) The determination of whether an impairment substantially limits a major life activity shall be made without regard to the ameliorative effects of mitigating measures such as the following:
 - (i) Medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eye glasses or contact lenses), prosthetics including limbs and devices, hearing aids and cochlear implants or other implantable hearing devices, mobility devices, or oxygen therapy equipment and supplies;
 - (ii) use of assistive technology;
 - (iii) reasonable accommodations or auxiliary aides or services; or
 - (iv) learned behavioral or adaptive neurological modifications.
- (B) The ameliorative effects of the mitigating measures of ordinary eyeglasses or contact lenses shall be considered in determining whether an impairment substantially limits a major life activity.
- (C) As used in this subparagraph:
 - (i) "Ordinary eyeglasses or contact lenses" means lenses that are intended to fully correct visual acuity or eliminate refractive error; and
 - (ii) "low-vision devices" means devices that magnify, enhance, or otherwise augment a visual image.

History: L. 1953, ch. 249, § 6; L. 1963, ch. 279, § 5; L. 1970, ch. 192, § 4; L. 1972, ch. 194, § 6; L. 1974, ch. 209, § 5; L. 1991, ch. 147, § 5; L. 2012, ch. 48, § 2; July 1.

44-1007. Invalidity of part. If any clause, sentence, paragraph or part of this act or the application thereof to any person or circumstances shall for any reason be adjudged by a court of competent jurisdiction to be invalid such judgment shall not affect, impair or invalidate the remainder of this act and the application thereof to other persons or circumstances but shall be confined in its operation to the clause, sentence, paragraph or part thereof directly involved in the controversy in which such judgment shall have been rendered and the persons or circumstances involved. It is hereby declared to be the legislative intent that this act would have been adopted had such provisions not been included.

History: L. 1953, ch. 249, § 7; June 30.

44-1008. History: L. 1953, ch. 249, § 8; Repealed, L. 1961, ch. 248, § 12; June 30.

44-1009. Unlawful employment practices; unlawful discriminatory practices.

- (a) It shall be an unlawful employment practice:
 - (1) For an employer, because of the race, religion, color, sex, disability, national origin or ancestry of any person to refuse to hire or employ such person to bar or discharge such person from employment or to otherwise discriminate against such person in compensation or in terms, conditions or privileges of employment; to limit, segregate, separate, classify or make any distinction in regards to employees; or to follow any employment procedure or practice which, in fact, results in discrimination, segregation or separation without a valid business necessity.
 - (2) For a labor organization, because of the race, religion, color, sex, disability, national origin or ancestry of any person, to exclude or to expel from its membership such person or to discriminate in any way against any of its members or against any employer or any person employed by an employer.
 - (3) For any employer, employment agency or labor organization to print or circulate or cause to be printed or circulated any statement, advertisement or publication, or to use any form of application for employment or membership or to make any inquiry in connection with prospective employment or membership, which expresses, directly or indirectly, any limitation, specification or discrimination as to race, religion, color, sex, disability, national origin or ancestry, or any intent to make any such limitation, specification or discrimination, unless based on a bona fide occupational qualification.

- (4) For any employer, employment agency or labor organization to discharge, expel or otherwise discriminate against any person because such person has opposed any practices or acts forbidden under this act or because such person has filed a complaint, testified or assisted in any proceeding under this act.
- (5) For an employment agency to refuse to list and properly classify for employment or to refuse to refer any person for employment or otherwise discriminate against any person because of such person's race, religion, color, sex, disability, national origin or ancestry; or to comply with a request from an employer for a referral of applicants for employment if the request expresses, either directly or indirectly, any limitation, specification or discrimination as to race, religion, color, sex, disability, national origin or ancestry.
- (6) For an employer, labor organization, employment agency, or school which provides, coordinates or controls apprenticeship, on-the-job, or other training or retraining program, to maintain a practice of discrimination, segregation or separation because of race, religion, color, sex, disability, national origin or ancestry, in admission, hiring, assignments, upgrading, transfers, promotion, layoff, dismissal, apprenticeship or other training or retraining program, or in any other terms, conditions or privileges of employment, membership, apprenticeship or training; or to follow any policy or procedure which, in fact, results in such practices without a valid business motive.
- (7) For any person, whether an employer or an employee or not, to aid, abet, incite, compel or coerce the doing of any of the acts forbidden under this act, or attempt to do so.
- (8) For an employer, labor organization, employment agency or joint labor-management committee to:
 - (A) Limit, segregate or classify a job applicant or employee in a way that adversely affects the opportunities or status of such applicant or employee because of the disability of such applicant or employee;
 - (B) participate in a contractual or other arrangement or relationship, including a relationship with an employment or referral agency, labor union, an organization providing fringe benefits to an employee or an organization providing training and apprenticeship programs that has the effect of subjecting a qualified applicant or employee with a disability to the discrimination prohibited by this act;
 - (C) utilize standards criteria, or methods of administration that have the effect of discrimination on the basis of disability or that perpetuate the discrimination of others who are subject to common administrative control;
 - (D) exclude or otherwise deny equal jobs or benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association;
 - (E) not make reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless such employer, labor organization, employment agency or joint labor-management committee can demonstrate that the accommodation would impose an undue hardship on the operation of the business thereof;
 - (F) deny employment opportunities to a job applicant or employee who is an otherwise qualified individual with a disability, if such denial is based on the need to make reasonable accommodation to the physical or mental impairments of the employee or applicant;
 - (G) use qualification standards, employment tests or other selection criteria that screen out or tend to screen out an individual with a disability or a class of individuals with disabilities unless the standard, test or other selection criteria, as used, is shown to be job-related for the position in question and is consistent with business necessity; or
 - (H) fail to select and administer tests concerning employment in the most effective manner to ensure that, when such test is administered to a job applicant or employee who has a disability that impairs sensory, manual or speaking skills, the test results accurately reflect the skills, aptitude or whatever other factor of such applicant or employee that such test purports to measure, rather than reflecting the impaired sensory, manual or speaking skills of such employee or applicant (except where such skills are the factors that the test purports to measure).
- (9) For any employer to:

- (A) Seek to obtain, to obtain or to use genetic screening or testing information of an employee or a prospective employee to distinguish between or discriminate against or restrict any right or benefit otherwise due or available to an employee or a prospective employee; or
- (B) subject, directly or indirectly, any employee or prospective employee to any genetic screening or test.
- (b) It shall not be an unlawful employment practice to fill vacancies in such way as to eliminate or reduce imbalance with respect to race, religion, color, sex, disability, national origin or ancestry.
- (c) It shall be an unlawful discriminatory practice:
 - (1) For any person, as defined herein being the owner, operator, lessee, manager, agent or employee of any place of public accommodation to refuse, deny or make a distinction, directly or indirectly, in offering its goods, services, facilities, and accommodations to any person as covered by this act because of race, religion, color, sex, disability, national origin or ancestry, except where a distinction because of sex is necessary because of the intrinsic nature of such accommodation.
 - (2) For any person, whether or not specifically enjoined from discriminating under any provisions of this act, to aid, abet, incite, compel or coerce the doing of any of the acts forbidden under this act, or to attempt to do so.
 - (3) For any person, to refuse, deny, make a distinction, directly or indirectly, or discriminate in any way against persons because of the race, religion, color, sex, disability, national origin or ancestry of such persons in the full and equal use and enjoyment of the services, facilities, privileges and advantages of any institution, department or agency of the state of Kansas or any political subdivision or municipality thereof.

History: L. 1961, ch. 248, § 5; L. 1965, ch. 323, § 6; L. 1970, ch. 192, § 5; L. 1972, ch. 194, § 7; L. 1974, ch. 209, § 6; L. 1991, ch. 147, § 6; L. 1999, ch. 32, § 2; July 1.

44-1010. Petition for reconsideration of orders of commission. Any party being dissatisfied with any order or decision of the commission may petition for reconsideration in accordance with the provisions of K.S.A. 77-529 and amendments thereto. No cause of action arising out of any order or decision of the commission shall accrue in any court to any party unless such party shall petition for reconsideration as herein provided. No party shall, in any court, urge or rely upon any ground not set forth in the petition for reconsideration.

History: L. 1961, ch. 248, § 7; L. 1988, ch. 356, § 150; July 1, 1989.

44-1011. Enforcement of commission orders; judicial review; procedure.

- (a) The commission, attorney general or county or district attorney, at the request of the commission, may secure enforcement of any final order of the commission in accordance with the act for judicial review and civil enforcement of agency actions. The evidence presented to the commission, together with its findings and the order issued thereon, shall be certified by the commission to the district court as its return. No order of the commission shall be superseded or stayed during the proceeding on review unless the district court shall so direct.
- (b) Any action of the commission pursuant to the Kansas act against discrimination is subject to review in accordance with the act for judicial review and civil enforcement of agency actions except:
 - (1) As provided by K.S.A. 44-1044 and amendments thereto;
 - (2) the attorney general or county or district attorney, in addition to those persons specified by K.S.A. 77-611 and amendments thereto, shall have standing to bring an action for review; and
 - (3) on review, the court shall hear the action by trial *de novo* with or without a jury in accordance with the provisions of K.S.A. 60-238 and amendments thereto, and the court, in its discretion, may permit any party or the commission to submit additional evidence on any issue. The review shall be heard and determined by the court as expeditiously as possible. After hearing, the court may affirm the adjudication. If the adjudication by the commission is not affirmed, the court may set aside or modify it, in whole or in part, or may remand the proceedings to the commission for further disposition in accordance with the order of the court.

The commission's copy of the testimony shall be available at all reasonable times to all parties for examination without cost, and for the purpose of judicial review of the order. The review shall be heard on the record without requirement of printing. The commission shall be deemed a party to the review of any order by the court.

History: L. 1961, ch. 248, § 8; L. 1963, ch. 279, § 6; L. 1965, ch. 323, § 7; L. 1967, ch. 285, § 3; L. 1970, ch. 192, § 6; L. 1979, ch. 161, § 3; L. 1986, ch. 318, § 64; July 1.

44-1012. Posting of law and information. Every person, as defined herein, employer, employment agency and labor union subject to this act, shall keep posted in a conspicuous place or places on his premises a notice or notices to be prepared or approved by the commission, which shall set forth excerpts of this act and such other relevant information which the commission shall deem necessary to explain the act.

History: L. 1961, ch. 248, § 9; L. 1963, ch. 279, § 7; L. 1965, ch. 323, § 8; June 30.

44-1013. Unlawful acts; penalties. Any person, as defined herein, employer, labor organization or employment agency, who or which shall willfully resist, prevent, impede or interfere with the commission or any of its members or representatives in the performance of duty under this act, or shall willfully violate an order of the commission, shall be guilty of a misdemeanor and upon conviction shall be punished by imprisonment for not more than one (1) year, or by a fine of not more than five hundred dollars (\$500), or by both such fine and imprisonment; but procedure for the review of the order shall not be deemed to be such willful conduct.

History: L. 1961, ch. 248, § 10; L. 1965, ch. 323, § 9; L. 1970, ch. 192, § 7; July 1.

44-1014. History: L. 1961, ch. 248, § 11; Repealed, L. 1972, ch. 194, § 23; July 1.

SUPPLEMENTAL ACTS

44-1015. Discrimination in housing; definitions. As used in this act, unless the context otherwise requires:

- (a) "Commission" means the Kansas human rights commission.
- (b) "Real property" means and includes:
 - (1) All vacant or unimproved land; and
 - (2) any building or structure which is occupied or designed or intended for occupancy, or any building or structure having a portion thereof which is occupied or designed or intended for occupancy.
- (c) "Family" includes a single individual.
- (d) "Person" means an individual, corporation, partnership, association, labor organization, legal representative, mutual company, joint-stock company, trust, unincorporated organization, trustee, trustee in bankruptcy, receiver and fiduciary.
- (e) "To rent" means to lease, to sublease, to let and otherwise to grant for a consideration the right to occupy premises not owned by the occupant.
- (f) "Discriminatory housing practice" means any act that is unlawful under K.S.A. 44-1016, 44-1017 or 44-1026, and amendments thereto.
- (g) "Person aggrieved" means any person who claims to have been injured by a discriminatory housing practice or believes that such person will be injured by a discriminatory housing practice that is about to occur.
- (h) "Disability" has the meaning provided by K.S.A. 44-1002 and amendments thereto.
- (i) "Familial status" means having one or more individuals less than 18 years of age domiciled with:
 - (1) A parent or another person having legal custody of such individual or individuals; or
 - (2) the designee of such parent or other person having such custody, with the written permission of such parent or other person.

History: L. 1970, ch. 193, § 1; L. 1991, ch. 147, § 7; L. 1992, ch. 91, § 2; April 23.

44-1015a. History: L. 1970, ch. 193, § 1; L. 1991, ch. 148, § 4; Repealed, L. 1992, ch. 91, § 4; April 23.

44-1016. Same; unlawful acts in connection with sale or rental of real property. Subject to the provisions of K.S.A. 44-1018 and amendments thereto, it shall be unlawful for any person:

- (a) To refuse to sell or rent after the making of a bona fide offer, to fail to transmit a bona fide offer or refuse to negotiate in good faith for the sale or rental of, or otherwise make unavailable or deny, real property to any person because of race, religion, color, sex, disability, familial status, national origin or ancestry.
- (b) To discriminate against any person in the terms, conditions or privileges of sale or rental of real property, or in the provision of services or facilities in connection therewith, because of race, religion, color, sex, disability, familial status, national origin or ancestry.
- (c) To make, print, publish, disseminate or use, or cause to be made, printed, published, disseminated or used, any notice, statement, advertisement or application, with respect to the sale or rental of real property that indicates any preference, limitation, specification or discrimination based on race, religion, color, sex, disability, familial status, national origin or ancestry, or an intention to make any such preference, limitation, specification or discrimination.
- (d) To represent to any person because of race, religion, color, sex, disability, familial status, national origin or ancestry that any real property is not available for inspection, sale or rental when such real property is in fact so available.
- (e) For profit, to induce or attempt to induce any person to sell or rent any real property by representation regarding the entry or prospective entry into the neighborhood of a person or

persons of a particular race, religion, color, sex, disability, familial status, national origin or ancestry.

- (f) To deny any person access to or membership or participation in any multiple-listing service, real estate brokers' organization or other service, organization or facility relating to the business of selling or renting real property, or to discriminate against such person in the terms or conditions of such access, membership or participation, because of race, religion, color, sex, disability, familial status, national origin or ancestry.
- (g) To discriminate against any person in such person's use or occupancy of real property because of the race, religion, color, sex, disability, familial status, national origin or ancestry of the people with whom such person associates.
- (h)
 - (1) To discriminate in the sale or rental, or to otherwise make unavailable or deny, residential real property to any buyer or renter because of a disability of:
 - (A) That buyer or renter;
 - (B) a person residing in or intending to reside in such real property after it is sold, rented or made available; or
 - (C) any person associated with that buyer or renter.
 - (2) To discriminate against any person in the terms, conditions or privileges of sale or rental of residential real property or in the provision of services or facilities in connection with such real property because of a disability of:
 - (A) That person;
 - (B) a person residing in or intending to reside in that real property after it is so sold, rented or made available; or
 - (C) any person associated with that person.
 - (3) For purposes of this subsection (h), discrimination includes:
 - (A) A refusal to permit, at the expense of the person with a disability, reasonable modifications of existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises;
 - (B) a refusal to make reasonable accommodations in rules, policies, practices or services, when such accommodations may be necessary to afford such person equal opportunity to use and enjoy residential real property; or
 - (C) in connection with the design and construction of covered multifamily residential real property for first occupancy on and after January 1, 1992, a failure to design and construct such residential real property in such a manner that:
 - (i) The public use and common use portions of such residential real property are readily accessible to and usable by persons with disabilities;
 - (ii) all the doors designed to allow passage into and within all premises within such residential real property are sufficiently wide to allow passage by persons with disabilities who are in wheelchairs; and
 - (iii) all premises within such residential real property contain the following features of adaptive design: An accessible route into and through the residential real property; light switches, electrical outlets, thermostats and other environmental controls in accessible locations; reinforcements in bathroom walls to allow later installation of grab bars; and usable kitchens and bathrooms such that an individual in a wheelchair can maneuver about the space.
 - (4) Compliance with the appropriate requirements of the American national standard for buildings and facilities providing accessibility and usability for physically handicapped people, commonly cited as "ANSI A 117.1," suffices to satisfy the requirements of subsection (h)(3)(C)(iii).
 - (5) As used in this subsection (h), "covered multifamily residential real property" means:
 - (A) Buildings consisting of four or more units if such buildings have one or more elevators; and
 - (B) ground floor units in other buildings consisting of four or more units.
 - (6) Nothing in this act shall be construed to invalidate or limit any state law or ordinance that requires residential real property to be designed and constructed in a manner that affords persons with disabilities greater access than is required by this act.

- (7) Nothing in this subsection (h) requires that residential real property be made available to an individual whose tenancy would constitute a direct threat to the health or safety of other individuals or whose tenancy would result in substantial physical damage to the property of others.

History: L. 1970, ch. 193, § 2; L. 1972, ch. 194, § 8; L. 1991, ch. 147, § 8; L. 1992, ch. 142, § 1; July 1.

44-1017. Same; unlawful acts as to real estate loans.

- (a) It shall be unlawful for any person or other entity whose business includes engaging in real estate related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of the race, religion, color, sex, disability, familial status, national origin or ancestry of such person or of any person associated with such person in connection with any real estate related transaction.
- (b) As used in this section, "real estate related transaction" means any of the following:
 - (1) The making or purchasing of loans or providing other financial assistance:
 - (A) For purchasing, constructing, improving, repairing or maintaining a dwelling; or
 - (B) secured by real property.
 - (2) The selling, brokering or appraising of real property.
- (c) Nothing in this section prohibits a person engaged in the business of furnishing appraisals of real property to take into consideration factors other than race, religion, color, sex, disability, familial status, national origin or ancestry.

History: L. 1970, ch. 193, § 3; L. 1972, ch. 194, § 9; L. 1991, ch. 147, § 9; Jan. 1, 1992.

44-1017a. Same; homeowners association; removal of certain restrictive covenants; penalties.

- (a) No declaration or other governing document of an association shall include a restrictive covenant in violation of K.S.A. 44-1016 and 44-1017 and amendments thereto.
- (b) Within 60 days of the effective date of this act, the board of directors of an association shall amend any declaration or other governing document that includes a restrictive covenant in violation of K.S.A. 44-1016 and 44-1017, and amendments thereto, by removing such restrictive covenant. Such amendment shall not require the approval of the members of the association. No other change shall be required to be made to the declaration or other governing document of the association pursuant to this section. Within 10 days of the adoption of the amendment, the amended declaration or other governing document shall be recorded in the same manner as the original declaration or other governing document. No fee shall be charged for such recording.
- (c) If the commission, a city or county in which the association is located provides written notice to an association requesting that the association delete a restrictive covenant in violation of K.S.A. 44-1016 and 44-1017, and amendments thereto, the association shall delete the restrictive covenant within 30 days of receiving the notice. If the association fails to delete the restrictive covenant in violation of K.S.A. 44-1016 and 44-1017, and amendments thereto, the commission, a city or county in which the association is located, or any person adversely affected by such restrictive covenant may bring an action against the homeowners association for injunctive relief to enforce the provisions of subsections (a) and (b) of this section. The court may award attorney's fees to the prevailing party.
- (d) For the purposes of this section:
 - (1) "Association" means a non-profit homeowners association as defined in K.S.A. 60-3611 and amendments thereto.
 - (2) "Commission" means the Kansas human rights commission as defined in K.S.A. 44-1002 and amendments thereto.
- (e) This section shall be supplemental to and a part of the Kansas act against discrimination.

History: L. 2006, ch. 144, § 1; July 1.

44-1018. Same; application of act.

- (a) Nothing in this act shall prohibit a religious organization, association or society, or any nonprofit institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association or society, from limiting the sale, rental or occupancy of real property

which it owns or operates for other than a commercial purpose to persons of the same religion, or from giving preference to such persons, unless membership in such religion is restricted on account of race, color, national origin or ancestry. Nor shall anything in this act prohibit a nonprofit private club in fact not open to the public, which as an incident to its primary purpose or purposes provides lodgings which it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of such lodgings to its members or from giving preference to its members.

(b) Nothing in this act, other than the prohibitions against discriminatory advertising as provided in subsection (c) of K.S.A. 44-1016 and amendments thereto, shall apply to:

(1) The sale or rental of any single family house by an owner, provided the following conditions are met:

(A) The owner does not own or have any interest in more than three single family houses at any one time; and

(B) the house is sold or rented without the use of a real estate broker, agent or salesperson or the facilities of any person in the business of selling or renting dwellings. If the owner selling the house does not reside in it at the time of the sale or was not the most recent resident of the house prior to such sale, the exemption in this subsection applies to only one such sale in any 24-month period; or

(2) rooms or units in buildings containing living quarters occupied or intended to be occupied by no more than four families living independently of each other, if the owner actually maintains and occupies one of such living quarters as the owner's residence.

(c)

(1) Nothing in this act limits the applicability of any reasonable local, state or federal restrictions regarding the maximum number of occupants permitted to occupy a dwelling. Nor does any provision in this act regarding familial status apply with respect to dwellings provided under any state or federal program specifically designed and operated to assist elderly persons, as defined in the state or federal program, or to housing for older persons.

(2) As used in this subsection (c), "housing for older persons" means housing communities:

(A) Intended for, and at least 80% occupied by, at least one person 55 years of age or older per unit and providing significant facilities and services specifically designed to meet the physical or social needs of such persons; or

(B) intended for and occupied solely by persons 62 years of age or older.

(d) Nothing in this act prohibits conduct against a person because such person has been convicted two or more times by any court of competent jurisdiction of the illegal manufacture or distribution of a controlled substance as defined in section 102 of the federal controlled substances act (21 U.S.C. 802).

History: L. 1970, ch. 193, § 4; L. 1991, ch. 147, § 10; L. 1992, ch. 142, § 2; July 1.

44-1019. Same; complaints; referral to local authority, when; investigation; administrative proceedings; election to file action in court; administrative remedial orders.

(a) The authority and responsibility for administering this act shall be in the commission. Any person aggrieved may file a verified complaint with the commission. Such complaints shall be in writing, shall state the facts upon which the allegations of a discriminatory housing practice are based and shall contain such other information and be in such form as the commission may require. Complaints must be filed within one year after the alleged discriminatory housing practice occurred, but may be reasonably and fairly amended at any time. The commission upon its own initiative or the attorney general may, in like manner, make, sign and file such complaint. A respondent may file a verified answer to the complaint against the respondent and with the leave of the commission, which shall be granted whenever it would be reasonable and fair to do so, may amend the answer filed by the respondent at any time.

(b) Upon receipt of any such complaint the commission shall serve notice upon the aggrieved person acknowledging such filing and advising the aggrieved person of the time limits and choice of forums provided under this act; and the commission shall within 10 days thereof serve on the respondent a notice identifying the alleged discriminatory housing practice and advising such respondent of the procedural rights and obligations of respondents under this act, together with a copy of the original complaint. Service of the notice shall be made in the manner prescribed by the code of civil procedure.

- (c) Whenever a local fair housing ordinance provides rights and remedies for alleged discriminatory housing practices which are, in the judgment of the commission, substantially equivalent to the rights and remedies provided in this act, the commission shall refer to the appropriate local agency any complaint filed under this act which appears to constitute a violation of such local fair housing ordinance. The commission shall take no further action with respect to such complaint until 30 days have elapsed since the complaint was referred to the local agency, or the local agency has completed its investigation, or the local agency requests the commission to assume jurisdiction or to assist it, whichever occurs first. The local agency shall inform the commission in writing of the status of the referred complaint at the end of the referral period or when the local agency has completed its investigation, whichever occurs first. The commission may take further action on the complaint if in its judgment the protection of the rights of the parties or the interests of justice require such action.
- (d) A person who is not named as a respondent in a complaint, but who is identified as a respondent in the course of investigation, may be joined as an additional or substitute respondent upon written notice, under subsections (a) and (b), to such person, from the commission.
- (e)
 - (1) If a complaint is not referred to a local agency as provided in subsection (b), or after the commission assumes jurisdiction of a complaint following such referral, the commission shall promptly commence an investigation thereof, in the manner provided in K.S.A. 44-1005, and amendments thereto, for investigating complaints of violations of the Kansas act against discrimination, and complete such investigation, including conciliation, within 100 days after the filing of the complaint or, when the commission takes further action under subsection (c), within 100 days after the commission assumes jurisdiction of a complaint, unless it is impracticable to do so.
 - (2) If the commission is unable to complete the investigation within 100 days, or when the commission takes further action under subsection (c), within 100 days after the commission assumes jurisdiction of a complaint, the commission shall inform the parties in writing of the reasons for not doing so.
 - (3) The commission shall make final administrative disposition within one year after the filing of the complaint or, when the commission takes further action under subsection (c), within one year after the commission assumes jurisdiction of a complaint, unless it is impracticable to do so.
 - (4) If the commission is unable to make final administrative disposition of the complaint within one year of the date of filing, or when the commission takes further action under subsection (c), within one year after the commission assumes jurisdiction of a complaint, the commission shall inform the parties in writing of the reasons for not doing so.
- (f)
 - (1) If it is determined that probable cause exists for crediting the allegations of the complaint, the commission shall serve written notice of such determination on the person aggrieved. The commission shall proceed to try to eliminate or correct the alleged discriminatory housing practice by informal methods of conference, conciliation and persuasion which shall be held, insofar as possible, in the cities or other localities where the alleged discriminatory housing practices have occurred or are about to occur. The commission is hereby authorized to enter into formal conciliation agreement which shall include the person aggrieved and the respondent as signatories. Such agreements may include in the provisions thereof any term or condition which may be included in a final order of the commission. Each conciliation agreement shall be made public unless the person aggrieved and respondent otherwise agree and the commission determines that disclosure is not required to further the purposes of this act.
 - (2) Any of the parties to a conciliation agreement may apply to the district court of the county where the alleged discriminatory housing practice occurred, or was about to occur, for specific performance of any such agreement.
- (g) If the commission is unable to eliminate or correct the alleged discriminatory housing practice by informal methods of conference, conciliation and persuasion, a hearing may be held before the commission in the manner provided in K.S.A. 44-1005, and amendments thereto, for

holding hearings under the Kansas act against discrimination. In any such hearing, the burden of proof shall be on the complainant.

- (h) In lieu of a hearing under subsection (g), a complainant, a respondent or an aggrieved person on whose behalf the complaint was filed may elect to have the claims asserted in the complaint decided in a civil action as provided in subsection (d) of K.S.A. 44-1021, and amendments thereto. The election must be made not later than 20 days after the receipt by the electing person of service in the manner provided in K.S.A. 44-1005, and amendments thereto, or, in the case of an election by the commission, not later than 20 days after such service. The person making the election shall give notice to the commission and to all other complainants and respondents to whom the complaint relates. If a timely election is made under this subsection, the commission shall file, not later than 30 days after the election is made, a civil action as provided in subsection (d) of K.S.A. 44-1021, and amendments thereto.
- (i) If an election is not made under subsection (h) and the commission finds that a respondent has engaged in or is engaging in any discriminatory housing practice, the commission shall render an order requiring the respondent to cease and desist from such discriminatory housing practice, and such order may direct a respondent to take such affirmative action as the commission deems necessary to effectuate the intent and purposes of this act, including, but not limited to, the selling or renting of specified real property and the lending of money for the acquisition, construction, rehabilitation, repair or maintenance of real property. Such order may also include an award of actual damages, including damages caused by pain, suffering and humiliation. Such order may also, to vindicate the public interest, assess a civil penalty against the respondent:
 - (1) In an amount not exceeding \$10,000, if the respondent has not been adjudged to have committed any prior discriminatory housing practice;
 - (2) subject to the provisions of subsection (i)(4), in an amount not exceeding \$25,000, if the respondent has been adjudged to have committed one other discriminatory housing practice during the five-year period ending on the date of the filing of the complaint;
 - (3) subject to the provisions of subsection (i)(4), in an amount not exceeding \$50,000, if the respondent has been adjudged to have committed two or more discriminatory housing practices during the seven-year period ending on the date of the filing of the complaint; and
 - (4) if the acts constituting the discriminatory housing practice that is the object of the complaint are committed by the same natural person who has been previously adjudged to have committed acts constituting a discriminatory housing practice in the amounts provided by subsections (i)(2) and (i)(3) without regard to the period of time within which any subsequent discriminatory housing practice occurred.

Any such civil penalty shall be remitted to the state treasurer in accordance with the provisions of K.S.A. 75-4215, and amendments thereto. Upon receipt of each such remittance, the state treasurer shall deposit the entire amount in the state treasury to the credit of the state general fund.
- (j) Within 15 days after an order is served by the commission requiring or prohibiting action by a respondent, the respondent shall notify the commission in writing of the manner in which the respondent has complied with the order.
- (k) In the case of an order with respect to a discriminatory housing practice that occurred in the course of a business subject to a licensing or regulation by a state agency, the commission shall, not later than 30 days after the respondent has complied with the order, or, if such order is judicially reviewed under K.S.A. 44-1021, and amendments thereto, 30 days after such order is in substance affirmed upon such review:
 - (1) Send copies of the findings of fact, conclusions of law, and the order, to that state agency; and
 - (2) recommend to the state agency appropriate disciplinary action, including, where appropriate, the suspension or revocation of the license of the respondent.

History: L. 1970, ch. 193, § 5; L. 1972, ch. 194, § 10; L. 1984, ch. 186, § 2; L. 1988, ch. 356, § 151; L. 1991, ch. 147, § 11; L. 1992, ch. 142, § 3; L. 2001, ch. 5, § 146; July 1.

44-1020. Same; subpoenas; witness fees and mileage; interim judicial relief; criminal enforcement of subpoenas.

- (a) Upon written application to the commission, a respondent shall be entitled to the issuance of a reasonable number of subpoenas by and in the name of the commission to the same extent and subject to the same limitations as subpoenas issued by the commission. Subpoenas issued at the request of a respondent shall show on their face the name and address of such respondent and shall state that they were issued at respondent's request.
- (b) Witnesses summoned by subpoena of the commission shall be entitled to the same witness and mileage fees as are allowed witnesses in proceedings in district courts. Fees payable to a witness summoned by a subpoena issued at the request of a respondent shall be paid by the respondent.
- (c) If the commission concludes at any time following the filing of a complaint that prompt judicial action is necessary to carry out the purposes of this act, the commission may bring a civil action in the district court of the county in which the alleged discriminatory housing practice is alleged to have occurred, for appropriate temporary or preliminary relief pending final disposition of the complaint under this section. The commission shall promptly notify the attorney general of the filing of any action pursuant to this subsection. Any temporary restraining order or other order granting preliminary or temporary relief shall be issued in accordance with the rules of civil procedure. The commencement of a civil action under this subsection does not affect the initiation or continuation of administrative proceedings under this act.
- (d) Any person who willfully fails or neglects to attend and testify or to answer any lawful inquiry or to produce records, documents or other evidence, if in such person's power to do so in obedience to the subpoena or lawful order of the commission, shall, upon conviction, be fined not more than \$1,000 or imprisoned for not more than one year, or both such fine and imprisonment. Any person who, with intent thereby to mislead the commission, shall make or cause to be made any false entry or statement of fact in any report, account, record or other document, submitted to the commission pursuant to subpoena or other order of the commission, or who shall willfully neglect or fail to make or cause to be made full, true and correct entries in such reports, accounts, records or other documents, or who shall willfully mutilate, alter or by any other means falsify any documentary evidence, shall, upon conviction, be fined not more than \$1,000 or imprisoned for not more than one year, or both such fine and imprisonment.

History: L. 1970, ch. 193, § 6; L. 1972, ch. 194, § 11; L. 1991, ch. 147, § 12; Jan. 1, 1992.

44-1021. Same; judicial review of commission action; civil enforcement of act.

- (a) Within 45 days after the entry of an order by the commission pursuant to K.S.A. 44-1019 and amendments thereto or within 30 days after the commission has received written notification of the manner in which a respondent has complied with the commission's order, the commission or a person aggrieved may bring a civil action in the district court of the county in which the alleged discriminatory housing practice is alleged to have occurred or in which the respondent resides or transacts business, but upon application by the person aggrieved and the commission, the attorney general or the appropriate district or county attorney may provide the attorney necessary to bring the action authorized herein. Such action may be brought to enforce the order of the commission, or to enforce any of the rights granted or protected by K.S.A. 44-1016, 44-1017 and 44-1026, and amendments thereto, insofar as such rights relate to the subject of the complaint with respect to which the order was issued. All such actions shall be heard by the court in a trial *de novo*. Upon application of any party to such action, the commission shall make available to all parties the records and information gathered during any investigation or hearing conducted pursuant to the authority granted by this act, except that any records or information concerning the commission's efforts to eliminate or correct the alleged discriminatory housing practice by informal methods of conference, conciliation and persuasion shall not be admissible as evidence in such action. If the respondent shall request a copy of the transcript of the hearing, the respondent shall pay for the cost of its preparation.
- (b) If the court finds that a discriminatory housing practice has occurred, or is about to occur, the court may, in its discretion, grant as relief any permanent, temporary or mandatory injunction, temporary restraining order or other proper order, but any sale, encumbrance or rental consummated prior to the issuance of any court order issued under the authority of this act, and

involving a bona fide purchaser, encumbrancer or tenant without actual notice of the existence of the filing of a complaint or civil action under the provisions of this act, shall not be affected.

(c) Whenever a complaint is filed, or a civil action commenced, under the provisions of this act, the commission may post notice thereof on any real property which is the subject of such complaint or action.

(d)

(1) An aggrieved person may commence a civil action in a district court of the county in which the alleged discriminatory housing practice is alleged to have occurred or in which the respondent resides or transacts business not later than two years after the occurrence or the termination of an alleged discriminatory housing practice, whichever occurs last, to obtain appropriate relief with respect to such discriminatory housing practice. Except in the case of an action arising from a breach of a conciliation agreement, the computation of the two-year period shall not include any time during which an administrative proceeding under this act was pending with respect to a complaint under this act based on such discriminatory housing practice.

(2) If the United States department of housing and urban development, the commission or a local agency has obtained a conciliation agreement with the consent of an aggrieved person, no action may be filed under this subsection by such aggrieved person with respect to the alleged discriminatory housing practice which forms the basis for such complaint except for the purpose of enforcing the terms of such an agreement.

(3) An aggrieved person may not commence a civil action under this subsection with respect to an alleged discriminatory housing practice which forms the basis of a hearing under K.S.A. 44-1019 and amendments thereto.

(4) In a civil action under this subsection, if the court finds that a discriminatory housing practice has occurred or is about to occur, the court may award to the plaintiff actual and punitive damages and, subject to subsection (d)(5), may grant as relief, as the court deems appropriate, any permanent or temporary injunction, temporary restraining order or other order, including an order enjoining the defendant from engaging in such practice or ordering such affirmative action as may be appropriate. The court, in its discretion, may allow the prevailing party, other than the state of Kansas, reasonable attorney fees and costs. The state of Kansas shall be liable for such fees and costs to the same extent as a private person.

(5) Relief granted under this subsection shall not affect any contract, sale, encumbrance or lease consummated before the granting of such relief and involving a bona fide purchaser, encumbrancer or tenant, without actual notice of the filing of a complaint with the commission or civil action under this act.

History: L. 1970, ch. 193, § 7; L. 1972, ch. 194, § 12; L. 1991, ch. 147, § 13; L. 1992, ch. 142, § 4; July 1.

44-1022. Same; civil action by attorney general, when. Whenever the attorney general or any district or county attorney, within the appropriate county, has reasonable cause to believe that any person or group of persons is engaged in a pattern or practice of resistance to the full enjoyment of any of the rights granted by this act, or that any group of persons has been denied any of the rights granted by this act and such denial raises an issue of general public importance, the attorney general or district or county attorney may bring a civil action, within one year after the alleged discriminatory housing practice occurred, in the district court where an action may be commenced pursuant to K.S.A. 44-1021 and amendments thereto, requesting such preventive relief, including an application for a permanent or temporary injunction, restraining order or other order against the person or persons responsible for such pattern or practice or denial of rights, as the attorney general or district or county attorney deems necessary to insure the full enjoyment of the rights granted by this act.

History: L. 1970, ch. 193, § 8; L. 1991, ch. 147, § 14; Jan. 1, 1992.

44-1023. Same; assignment of case; expedition. Any court in which a proceeding is instituted under K.S.A. 44-1021 or 44-1022 shall assign the case for hearing at the earliest practicable date and cause the case to be in every way expedited.

History: L. 1970, ch. 193, § 9; July 1.

44-1024. Same; effect of city ordinances governing housing practices. Nothing in this act shall be construed to invalidate or limit any ordinance of any city in this state that grants, guarantees or protects the same rights as are granted by this act; but any ordinance of a city that purports to require or permit any action that would be a discriminatory housing practice under this act shall, to that extent, be invalid.

History: L. 1970, ch. 193, § 10; July 1.

44-1025. Same; cooperation of commission with local agencies; agreements. The commission may cooperate with local agencies charged with the administration of local fair housing ordinances and, with the consent of such agencies, utilize the services of such agencies and their employees and, notwithstanding any other provision of law, may reimburse such agencies and their employees for services rendered to assist the commission in carrying out this act. In furtherance of such cooperative efforts, the commission may enter into written agreements with such local agencies. All such agreements and terminations thereof shall be made available to the public by the commission.

History: L. 1970, ch. 193, § 11; July 1.

44-1026. Same; unlawful acts; enforcement of section. It shall be unlawful to coerce, intimidate, threaten or interfere with any person in the exercise or enjoyment of, or on account of such person's having exercised or enjoyed, or on account of such person's having aided or encouraged any other person in the exercise or enjoyment of, any right granted or protected by K.S.A. 44-1016 or 44-1017, and amendments thereto.

History: L. 1970, ch. 193, § 12; L. 1991, ch. 147, § 15; Jan. 1, 1992.

44-1027. Same; unlawful act; penalties.

- (a) No person, whether or not acting under color of law, shall by force or threat of force willfully injure, intimidate or interfere with, or attempt to injure, intimidate or interfere with:
 - (1) Any person because of such person's race, religion, color, sex, disability, familial status, national origin or ancestry and because such person is or has been selling, purchasing, renting, financing, occupying or contracting or negotiating for the sale, purchase, rental, financing or occupation of any real property, or applying for or participating in any service, organization or facility relating to the business of selling or renting real property;
 - (2) any person because such person is or has been, or in order to intimidate such person or any other person or any class of persons from:
 - (A) Participating, without discrimination on account of race, religion, color, sex, disability, familial status, national origin or ancestry, in any of the activities, services, organizations or facilities described in subsection (a)(1); or
 - (B) affording another person or class of persons opportunity or protection so to participate; or
 - (3) any citizen because such citizen is or has been, or in order to discourage such citizen or any other citizen from lawfully aiding or encouraging other persons to participate, without discrimination on account of race, religion, color, sex, disability, familial status, national origin or ancestry, in any of the activities, services, organizations or facilities described in subsection (a)(1), or participating lawfully in speech or peaceful assembly opposing any denial of the opportunity to so participate.
- (b) Violation of this section is punishable by a fine of not more than \$1,000 or imprisonment for not more than one year, or both such fine and imprisonment, except that:
 - (1) If bodily injury results, such violation shall be punishable by a fine of not more than \$10,000 or imprisonment for not more than 10 years, or both such fine and imprisonment; and
 - (2) if death results, such violation shall be punishable by imprisonment for any term of years or for life.

History: L. 1970, ch. 193, § 13; L. 1972, ch. 194, § 13; L. 1991, ch. 147, § 16; Jan. 1, 1992.

44-1028. Same; severability. If any provision of this act or the application thereof to any person or circumstances is held invalid, the remainder of the act and the application of the provision to other persons not similarly situated or to other circumstances shall not be affected thereby.

History: L. 1970, ch. 193, § 14; July 1.

44-1029. Same; act supplemental. This act shall be supplemental to and a part of the Kansas act against discrimination.

History: L. 1970, ch. 193, § 15; July 1.

44-1030. State and local government contracts; mandatory provisions.

(a) Except as provided by subsection (c), every contract for or on behalf of the state or any county or municipality or other political subdivision of the state, or any agency of or authority created by any of the foregoing, for the construction, alteration or repair of any public building or public work or for the acquisition of materials, equipment, supplies or services shall contain provisions by which the contractor agrees that:

- (1) The contractor shall observe the provisions of the Kansas act against discrimination and shall not discriminate against any person in the performance of work under the present contract because of race, religion, color, sex, disability, national origin or ancestry;
- (2) in all solicitations or advertisements for employees, the contractor shall include the phrase, "equal opportunity employer," or a similar phrase to be approved by the commission;
- (3) if the contractor fails to comply with the manner in which the contractor reports to the commission in accordance with the provisions of K.S.A. 44-1031 and amendments thereto, the contractor shall be deemed to have breached the present contract and it may be canceled, terminated or suspended, in whole or in part, by the contracting agency;
- (4) if the contractor is found guilty of a violation of the Kansas act against discrimination under a decision or order of the commission which has become final, the contractor shall be deemed to have breached the present contract and it may be canceled, terminated or suspended, in whole or in part, by the contracting agency; and
- (5) the contractor shall include the provisions of subsections (a)(1) through (4) in every subcontract or purchase order so that such provisions will be binding upon such subcontractor or vendor.

(b) The Kansas human rights commission shall not be prevented hereby from requiring reports of contractors found to be not in compliance with the Kansas act against discrimination.

(c) The provisions of this section shall not apply to a contract entered into by a contractor:

- (1) Who employs fewer than four employees during the term of such contract; or
- (2) whose contracts with the governmental entity letting such contract cumulatively total \$5,000 or less during the fiscal year of such governmental entity.

History: L. 1972, ch. 194, § 14; L. 1977, ch. 183, § 1; L. 1991, ch. 147, § 17; L. 1992, ch. 91, § 3; April 23.

44-1030a. History: L. 1972, ch. 194, § 14; L. 1977, ch. 183, § 1; L. 1991, ch. 148, § 5; Repealed, L. 1992, ch. 91, § 4; April 23.

44-1031. Same; personnel to be used in performing contracts; reports; nonapplication to certain contractors. Every person, as defined in subsection (a) of K.S.A. 44-1002, who wishes to enter into a contract which is covered by the provisions of K.S.A. 44-1030 shall, upon request of the commission, inform the commission in writing of the manner in which such person shall recruit and screen personnel to be used in performing the contract. The report shall be made on forms to be supplied by the commission. The provisions of K.S.A. 44-1030 and of this section shall not apply to any contractor who has already complied with the provisions of such sections by reason of holding a contract with the federal government or a contract involving federal funds.

History: L. 1972, ch. 194, § 15; L. 1975, ch. 264, § 8; L. 1977, ch. 183, § 2; July 1.

44-1032. Responsibility for and review of compliance with act; subpoenas; access to premises; oaths and depositions; failure to obey court order, effect; immunity of witnesses from prosecution; perjury. The contracting agency shall be responsible for assuring compliance with the provisions of K.S.A. 44-1030. The commission, on its own motion or at the request of the contracting agency, may review compliance with the provisions of this act. In conducting such reviews, the commission may subpoena witnesses, compel their appearance, require the production for examination of records, documents and other evidence or possible sources of evidence and may examine, record and copy such materials and take and record the testimony or statements of such

persons. The commission may issue subpoenas to compel access to or the production of such materials, or the appearance of such persons, and may issue interrogatories to a respondent, to the same extent and subject to the same limitations as would apply if the subpoena or interrogatories were issued or served in aid of a civil action in the district court. The commission shall have access at all reasonable times to premises and may compel such access by application to a court of competent jurisdiction: *Provided, however,* That the commission first complies with the provisions of article 15 of the Kansas bill of rights and the fourth amendment to the United States constitution relating to unreasonable searches and seizures. The commission may administer oaths and take depositions to the same extent and subject to the same limitations as would apply if the deposition was taken in aid of a civil action in the district court. In case of the refusal of any person to comply with any subpoena, interrogatory or search warrant issued hereunder, or to testify to any matter regarding which he may be lawfully questioned, the district court of any county may, upon application of the commission, order such person to comply with such subpoena or interrogatory and to testify; and failure to obey the court's order may be punished by the court as contempt. No person shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter or thing concerning which he testifies or produces evidence, except that such person so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. The immunity herein provided shall extend only to natural persons.

History: L. 1972, ch. 194, § 16; July 1.

44-1033. Initiation and processing complaints; use of information. If the compliance review conducted by the commission reveals any violation of the Kansas act against discrimination, the commission may initiate a complaint and process such complaint in the manner provided for processing complaints of unlawful employment practices. The information gathered in the course of the compliance review may be used in processing the complaint.

History: L. 1972, ch. 194, § 17; July 1.

44-1034. Rules and regulations. The commission may adopt, promulgate, amend and rescind suitable rules and regulations to carry out the provisions of this supplemental act.

History: L. 1972, ch. 194, § 18; July 1

44-1035 Information on racial identification maintained solely on payroll tapes; retrieval restricted. Information concerning the racial identification of state employees shall be permanently maintained solely on the payroll tapes in custody of the state department of administration. Such information shall be retrieved from the payroll tapes only upon the written authorization of the commission or the equal employment opportunity office of the department of administration. The department of administration may provide such information to the director of personnel services in statistical form without the identification of specific individuals if the director of personnel services shall make such request.

History: L. 1972, ch. 194, § 19; L. 1978, ch. 345, § 7; July 1.

44-1036. Severability. If any provision of this act or the application thereof to any person or circumstances is held invalid, the remainder of the act and the application of the provision to other persons not similarly situated or to other circumstances shall not be affected thereby.

History: L. 1972, ch. 194, § 20; July 1.

44-1037. Liberal construction. The provisions of this act shall be construed liberally for the accomplishment of the purposes thereof.

History: L. 1972, ch. 194, § 21; July 1.

44-1038. Provisions of 44-1031 to 44-1037 supplemental to act against discrimination. The provisions of K.S.A. 44-1031 to 44-1037, inclusive, shall be supplemental to and a part of the Kansas act against discrimination.

History: L. 1972, ch. 194, § 22; July 1.

44-1039. Unlawful act; perjury. Any person willfully, knowingly, and falsely swearing, testifying, affirming, declaring or subscribing to any material fact upon any oath or affirmation required by the

Kansas act against discrimination shall be deemed guilty of perjury as defined by K.S.A. 21-3805 and any amendments thereto.

History: L. 1975, ch. 264, § 5; July 1.

44-1040. History: L. 1975, ch. 264, § 6; Repealed, L. 1988, ch. 356, § 361; July 1, 1989.

44-1041. Unlawful acts; penalty. Any person (a) destroying any employment records required to be kept under the laws of the state of Kansas for the purpose of hindering any proceeding commenced pursuant to the provisions of the Kansas act against discrimination or (b) destroying any records or other information involved in any proceeding brought pursuant to the provisions of the Kansas act against discrimination for the purpose of hindering such proceedings, shall be guilty of a class B misdemeanor.

History: L. 1975, ch. 264, § 7; July 1.

44-1042. Award of compensatory damages; reduction. If the commission includes an award of compensatory damages in any final order entered against a respondent after a hearing or if an award of compensatory damages against a respondent is included in a conciliation agreement, the total amount of such damages awarded shall be reduced by the amount of any compensation received by the complainant as a direct result of the alleged act of discrimination from the time the alleged act of discrimination occurred until the time such order is entered or agreement is entered into.

History: L. 1975, ch. 264, § 9; July 1.

44-1043. Provisions of 44-1039 to 44-1042 supplemental to act against discrimination. The provisions of K.S.A. 44-1039 to 44-1042, inclusive, shall be supplemental to and a part of the Kansas act against discrimination.

History: L. 1975, ch. 264, § 10; July 1.

44-1044 Probable cause determinations under 44-1005 or 44-1019; exempt from judicial review and civil enforcement of agency actions act. Determinations under K.S.A. 44-1005 or 44-1019, and amendments thereto, by the Kansas human rights commission that no probable cause exists for crediting the allegations of a complaint under the Kansas act against discrimination or the Kansas age discrimination in employment act are hereby specifically exempted from the act for judicial review and civil enforcement of agency actions (K.S.A. 77-601 through 77-627, and amendments thereto).

History: L. 1985, ch. 308, § 1; L. 1991, ch. 148, § 6; July 1.

44-1101 to 44-1109. History: L. 1970, ch. 194, §§ 1 to 9; Repealed, L. 1972, ch. 194, § 23; July 1.

KANSAS AGE DISCRIMINATION IN EMPLOYMENT ACT

44-1111. Kansas age discrimination in employment act. This act shall be known as and may be cited as the Kansas age discrimination in employment act.

History: L. 1983, ch. 164, § 1; July 1.

44-1112. Definitions. As used in this act:

- (a) "Age" means an age of 40 or more years.
- (b) "Commission" means the Kansas human rights commission created pursuant to K.S.A. 44-1003 and amendments thereto.
- (c) "Employee" does not include any individual employed by the individual's parents, spouse or child.
- (d) "Employer" means any person in this state who employs four or more persons and any person acting directly or indirectly for such a person, and includes the state and all political subdivisions of the state.
- (e) "Employment agency" includes any person or governmental agency undertaking with or without compensation to procure opportunities to work, or to procure, recruit, refer or place employees.
- (f) "Firefighter" means an employee, the duties of whose position are primarily to perform work directly connected with the control and extinguishment of fires or the maintenance and use of firefighting apparatus and equipment, including an employee engaged in this activity who is transferred to a supervisory or administrative position.
- (g) "Labor organization" includes any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or of other mutual aid or protection in relation to employment.
- (h) "Law enforcement officer" means an employee, the duties of whose position are primarily the investigation, apprehension or detention of individuals suspected or convicted of offenses against the criminal laws of Kansas or of offenses against any ordinance or resolution which imposes criminal sanctions and is adopted by a city, county or other political subdivision of Kansas, including an employee engaged in this activity who is transferred to a supervisory or administrative position. For the purposes of this subsection, "detention" includes the duties of employees assigned to guard individuals incarcerated in any penal institution.
- (i) "Person" means individual, partnership, association, organization, corporation, legal representative, trustee, trustee in bankruptcy or receiver.

History: L. 1983, ch. 164, § 2; L. 1988, ch. 174, § 1; L. 1991, ch. 148, § 7; July 1; L. 2008, ch. 105, § 4; July 1.

44-1113. Unlawful employment practices based on age.

- (a) It is an unlawful employment practice based on age to engage in any of the following acts in any manner which would limit, deprive or tend to deprive any person of employment opportunities or otherwise adversely affect the person's status as an employee or applicant for employment:
 - (1) For an employer, because of the age of a person, to refuse to hire or employ the person, to bar or discharge the person from employment or to otherwise discriminate against the person in compensation or in terms, conditions or privileges of employment; to limit, segregate, separate, classify or make any distinction in regard to employees because of age without a valid business motive.
 - (2) For an employer to reduce the wage rate of any employee in order to comply with the Kansas age discrimination in employment act.
 - (3) For a labor organization, because of the age of a person, to exclude or to expel the person from its membership or to discriminate in any way against any of its members or against any employer or any person employed by an employer because of age.
 - (4) For any employer, employment agency or labor organization to print or circulate or cause to be printed or circulated any statement, advertisement or publication, or to use any form of

application for employment or membership or to make any inquiry in connection with prospective employment or membership, which expresses, directly or indirectly, any limitation, specification or discrimination as to age, or any intent to make any such limitation, specification or discrimination.

- (5) For any employer, employment agency or labor organization to discharge, expel or otherwise discriminate against any person because the person has opposed any practices or acts forbidden under this act or has filed a complaint, testified or assisted in any proceeding under this act.
- (6) For an employment agency to refuse to list and properly classify for employment or to refuse to refer any person for employment or otherwise discriminate against any person because of age to comply with a request from an employer for a referral of applicants for employment if the request expresses, either directly or indirectly, any limitation, specification or discrimination as to age.
- (7) For an employer, labor organization, employment agency or school which provides, coordinates or controls apprenticeship, on-the-job or other training or retraining program, to maintain a practice of discrimination, segregation or separation because of age, in admission, hiring, assignments, upgrading, transfers, promotion, layoff, dismissal, apprenticeship or other training or retraining program, or in any other terms, conditions or privileges of employment, membership, apprenticeship or training; or to follow any policy or procedure which, in fact, results in such practices without a valid business motive.
- (8) For any person, whether an employer or an employee or not, to aid, abet, incite, compel or coerce the doing of any of the acts forbidden under this act, or attempt to do so.
- (9) For an employer, employment agency, labor organization or any combination thereof to establish or maintain an employee pension benefit plan which requires or permits:
 - (A) In the case of a benefit plan, the cessation of an employee's benefit accrual or the reduction of the rate of an employee's benefit accrual, because of age; or
 - (B) in the case of a contribution plan, the cessation of allocations to an employee's account or the reduction of the rate at which amounts are allocated to an employee's account, because of age.

Nothing in this subsection (a)(9) shall be construed to prohibit an employer, employment agency or labor organization or any combination thereof from observing any provision of an employee pension benefit plan to the extent that such provision imposes, without regard to age, a limitation on the amount of benefits that the plan provides or a limitation on the number of years of service or years of participation which are taken into account for purposes of determining benefit accrual under the plan.

- (b) It shall not be an unlawful employment practice to:
 - (1) Take any action on the basis of age, which is otherwise prohibited under subsection (a), if age is a bona fide occupational qualification necessary to the normal operation of the particular business or if the differentiation is based on necessary factors other than age;
 - (2) observe the terms of a bona fide seniority system or any bona fide employee benefit plan, such as a retirement, pension or insurance plan, which is not a subterfuge to evade the purposes of article 10 of chapter 44 of Kansas Statutes Annotated, except that no such employee benefit plan shall excuse the failure to hire any individual and no such seniority system or employee benefit plan shall require or permit the involuntary retirement of any individual;
 - (3) observe the provisions of a retirement, pension or other benefit plan permitted by state or federal law or by ordinance or resolution; or
 - (4) Before January 1, 1994, for this state or any political subdivision of this state, or any agency or instrumentality thereof, or any interstate agency, to fail or refuse to hire or to discharge any individual because of such individual's age if such action is taken:
 - (A) With respect to the employment of an individual as a firefighter or as a law enforcement officer and the individual has attained the age of hiring or retirement in effect under applicable state or local law on March 3, 1983, and
 - (B) pursuant to a bona fide hiring or retirement plan that is not a subterfuge to evade the purpose of this act.

History: L. 1983, ch. 164, § 3; L. 1988, ch. 174, § 2; April 28.

44-1114. Posting of act. Every person subject to this act shall keep posted in a conspicuous place or places on the person's premises notices to be prepared or approved by the commission, which shall set forth excerpts of this act and such other relevant information which the commission considers necessary to explain the act.

History: L. 1983, ch. 164, § 4; July 1.

44-1115. Complaint procedure; hearings; orders; rehearing; court review; dismissal of certain complaints, when, procedure and effect. Any person aggrieved by any alleged unlawful employment practice based on age may file a complaint in the manner provided for processing complaints of unlawful employment practices under the Kansas act against discrimination. Reconsideration and judicial review of the commission's decision in the case shall be conducted in the manner provided by K.S.A. 44-1010 and 44-1011, and amendments thereto. Complaints filed with the commission on or after July 1, 1996, may be dismissed by the commission on its own initiative, and shall be dismissed by the commission upon the written request of the complainant, if the commission has not issued a finding of probable cause or no probable cause or taken other administrative action dismissing the complaint within 300 days of the filing of the complaint. Complaints filed with the commission before July 1, 1996, shall be dismissed by the commission upon the written request of the complainant, if the commission has not issued a finding of probable cause or no probable cause or taken other administrative action dismissing the complaint within 300 days of the filing of the complaint. The commission shall mail written notice to all parties of dismissal of a complaint within five days of dismissal. Dismissal of a complaint in accordance with this section shall constitute final action by the commission which shall be deemed to exhaust all administrative remedies under the Kansas age discrimination in employment act for the purpose of allowing subsequent filing of the matter in court by the complainant, without the requirement of filing of a petition for reconsideration pursuant to K.S.A. 44-1010 and amendments thereto. Dismissal of a complaint in accordance with this section shall not be subject to appeal or judicial review by any court under the provisions of K.S.A. 44-1011 and amendments thereto.

History: L. 1983, ch. 164, § 5; L. 1988, ch. 356, § 152; L. 1995, ch. 247, § 3; July 1.

44-1116. Contractors; requirements.

- (a) Contractors subject to the provisions of K.S.A. 44-1030, 44-1031 and 44-1032, and amendments thereto, shall be required to agree to the same contract provisions with respect to age discrimination and compliance with this act as provided by those sections with respect to other types of discrimination and compliance with the Kansas act against discrimination.
- (b) The commission shall have the powers provided by K.S.A. 44-1030, 44-1031 and 44-1032, and amendments thereto, to enforce the provisions of this section.

History: L. 1983, ch. 164, § 6; July 1.

44-1117. Unlawful acts; penalties.

- (a) No person shall willfully resist, prevent, impede or interfere with the commission or any of its members or representatives in the performance of duty under this act or shall willfully violate any order of the commission.
- (b) Violation of this section is a misdemeanor punishable by imprisonment for not more than one year or by a fine of not more than \$500, or both.
- (c) Lawful use of procedures for review of a commission order shall not be considered a violation of this section.

History: L. 1983, ch. 164, § 7; July 1.

44-1118. Construction of act; applicability of act, exclusions.

- (a) The provisions of this act shall be construed liberally for the accomplishment of its purposes.
- (b) Nothing in this act shall be construed to be inconsistent with the nondiscrimination provisions under another provision of state or federal law.
- (c) Nothing in this act shall be construed to mean that an employer shall be forced to hire unqualified or incompetent personnel, or discharge qualified or competent personnel.
- (d) Nothing in this act shall be construed to prohibit compulsory retirement of any employee who has attained 65 years of age and who, for the two-year period immediately before retirement, is

employed in a bona fide executive or a high policymaking position, if such employee is entitled to an immediate nonforfeitable annual retirement benefit from a pension, profit-sharing, savings or deferred compensation plan, or any combination of such plans, of the employer of such employee, which equals, in the aggregate, at least \$44,000.

- (e) Nothing in this act shall be construed to prohibit, before January 1, 1994, compulsory retirement of any employee who has attained 70 years of age and who is serving under a contract of unlimited tenure (or similar arrangement providing for unlimited tenure) at an institution of higher education.

History: L. 1983, ch. 164, § 8; L. 1988, ch. 174, § 3; April 28; L. 2008, ch. 105, § 5; July 1.

44-1119. Severability of provisions. If any provision of this act or the application thereof to any person or circumstances is held invalid, the remainder of the act and the application of the provision to other persons not similarly situated or to other circumstances shall not be affected thereby.

History: L. 1983, ch. 164, § 9; July 1.

44-1120. Applicability, construction and effective date of 1988 act.

- (a) This act and the amendments made by this act shall take effect on the effective date of this act, except that, with respect to any employee who is subject to a collective bargaining agreement, such amendments shall not apply until the termination of such collective bargaining agreement or January 1, 1990, whichever occurs first, if such collective bargaining agreement:

- (1) Is in effect prior to the effective date of this act;
- (2) terminates on or after the effective date of this act;
- (3) has any provision which was entered into by a labor organization (as defined by section 6(d)(4) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)(4)); and
- (4) contains any provision that would be superseded by such amendments, but for the operation of this section.

- (b) This section shall be a part of and supplemental to the Kansas age discrimination in employment act.

History: L. 1988, ch. 174, § 4; April 28.

44-1121. Rules and regulations. The Kansas human rights commission may adopt suitable rules and regulations to carry out the provisions of the Kansas age discrimination in employment act.

History: L. 1989, ch. 148, § 1; L. 1991, ch. 148, § 8; July 1.

Nondiscrimination Agreement
Population Under 100,000

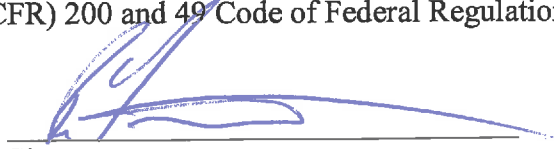
Kansas Department of Transportation
And Recipient Policy Statement

The City of Arkansas City, hereinafter referred to as the "Recipient" assures that no person shall on the grounds of race, color, national origin, sex, disability, age or low income status as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The Recipient further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

The Civil Rights Restoration Act of 1987, broadened the scope of Title VI coverage by expanding the definition of terms "programs and activities" to include all programs or activities of federal aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not (Public Law 100259 [S.557] March 22, 1988).

In the event the Recipient distributes federal aid funds to a sub-recipient, the Recipient will include Title VI language in all written agreements and will monitor for compliance.

The Recipient's Human Resource Division, is responsible for initiating and monitoring Title VI activities, preparing reports and other responsibilities as required by 23 Code of Federal Regulations (CFR) 200 and 49 Code of Federal Regulation 21.



Signature

City Manager

Title

9-1-21

Date

**Title VI Program
Organization and Staffing**

Pursuant to 23 CFR 200, the City of Arkansas City has designated a Title VI Coordinator who is responsible for Attachment I, which describes the hierarchy for the City of Arkansas City's Title VI Program, including an organizational chart illustrating the level and placement of Title VI responsibilities.

**Assurances
49 CFR Part 21.7**

The City of Arkansas City hereby gives assurances:

1. That no person shall on the grounds of race, color, national origin, sex, disability, age or low income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity conducted by the recipient regardless of whether those programs and activities are federally funded or not. Activities and programs which the recipient hereby agrees to carry out in compliance with Title VI and related statutes include but are not limited to:
 - a. Please see Attachment II.
2. That it will promptly take any measures necessary to effectuate this agreement.
3. That each program, activity, and facility (i.e., lands change to roadways, park and ride lots, etc.) as defined at 49 CFR 21.23(b) and (e), and the Civil Rights Restoration Act of 1987 will be (with regard to a program or activity) conducted, or will be (with regard to a facility) operated in compliance with the nondiscriminatory requirements imposed by, or pursuant to, this agreement.
4. That these assurances are given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts or other federal financial assistance extended after the date hereof to the recipient by the Kansas Department of Transportation (KDOT) under the federally-funded program is binding on it, other recipients, subgrantees, contractors, sub-contractors, transferees, successors in interest and other participants. The person or persons whose signatures appear below are authorized to sign these assurances on behalf of the Recipient.
5. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all federally-funded programs and, in all proposals for negotiated agreements.

The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises as defined at 49 CFR Part 26 will be afforded full opportunity to submit bids in response to this

invitation and will not be discriminated against on the grounds of race, color, national origin, or sex in consideration for an award.

6. That the Recipient shall insert the clauses of Appendix 1 of this Agreement in every contract subject to the Act and the Regulations.
7. That the Recipient shall insert the clauses of Appendix 2 of this Agreement, as a covenant running with the land, in any deed from the United States effect a transfer of real property, structures, or improvements thereon, or interest therein.
8. That the Recipient shall include the appropriate clauses set forth in Appendix 3 of the Agreement, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under a federal aid program; and (b) for the construction or use of or access to space on, over and under property acquired, or improved under a federal aid program.
9. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this agreement.

Implementation Procedures

This agreement shall serve as the recipient’s Title VI plan pursuant to 23 CFR 200 and 49 CFR 21.

For the purpose of this agreement, “Federal Assistance” shall include:

1. Grants and loans of federal funds.
2. The grant or donation of federal property and interest in property.
3. The detail of federal personnel.
4. The sale and lease of, and the permission to use (on other than a casual or transient basis), Federal property or any interest in such property without consideration or at a nominal consideration, or at a consideration which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient.
5. Any federal agreement, arrangement, or other contract which has as one of its purposes, the provision of assistance.

The recipient shall:

1. Issue a policy statement, signed by the head of the recipient, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout the recipient’s organization and to the general public. Such information shall be published where appropriate in languages other than English.
2. Take affirmative action to correct any deficiencies found by KDOT or the United States Department of Transportation (USDOT) within a reasonable time period, not to exceed 90 days, in order to implement Title VI compliance in accordance with this agreement.

The head of the recipient shall be held responsible for implementing Title VI requirements.

3. Designate a civil rights coordinator who has a responsible position in the organization and easy access to the head of the recipient. The civil rights coordinator shall be responsible for initiating and monitoring Title VI activities and preparing required reports.
4. The civil rights coordinator shall adequately implement the civil rights requirements.
5. Process complaints of discrimination consistent with the provisions contained in this agreement. Investigations shall be conducted by civil rights personnel trained in discrimination complaint investigation. Identify each complainant by race, color, national origin or sex, the nature of the complaint, the date of the complaint was filed, the date the investigation was completed, the disposition, the date of the disposition, and other pertinent information. A copy of the complaint, together with a copy of the recipient's report of investigation, will be forwarded to KDOT's Office Contract Compliance (OCC) within 10 days of the date the complaint was received by the recipient.
6. Collect statistical data (race, color, national origin, sex) of participants in, and beneficiaries of the Transportation programs and activities conducted by the recipient.
7. Conduct Title VI reviews of the recipient and sub-recipient contractor/consultant program areas and activities. Revise where applicable, policies, procedures and directives to include Title VI requirements.
8. Attend training programs on Title VI and related statutes conducted by KDOT Office of Contract Compliance.

Discrimination Complaint Procedure

1. Any person who believes that he or she, individually, as a member of any specific class, or in connection with any disadvantaged business enterprise, has been subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973 and the Civil Rights Restoration Act of 1987, as amended, may file a complaint with the recipient. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the recipient's Title VI Coordinator for review and action.
2. In order to have the complaint consideration under this procedure, the complainant must file the complaint no later than 180 days after:
 - a. The date of alleged act of discrimination; or
 - b. Where there has been a continuing course of conduct, the date on which that conduct was discontinued.

In either case, the recipient or his/her designee may extend the time for filing or waive the time limit in the interest of justice, specifying in writing the reason for so doing.

3. Complaints shall be in writing and shall be signed by the complainant and/or the complainant's representative. Complaints shall set forth as fully as possible the facts and circumstances surrounding the claimed discrimination. In the event that a person makes a

verbal complaint of discrimination to an officer or employee of the recipient, the person shall be interviewed by the Title VI Coordinator. If necessary, the Title VI Coordinator will assist the person in reducing the complaint to writing and submit the written version of the complaint to the person for signature. The complaint shall then be handled according to the recipient's investigative procedures.

4. Within 10 days, the Title VI Coordinator will acknowledge receipt of the allegation, inform the complainant of action taken or proposed action to process the allegation, and advise the complainant of other avenues of redress available, such as KDOT or USDOT.
5. The recipient will advise KDOT within 10 days of receipt of the allegations. Generally, the following information will be included in every notification to KDOT:
 - a. Name, address, and phone number of the complainant.
 - b. Name(s) and address(es) of alleged discriminating official(s).
 - c. Basis of complaint (i.e., race, color, national origin, or sex)
 - d. Date of alleged discriminatory act(s).
 - e. Date of complaint received by the recipient.
 - f. A statement of the complaint.

Sanctions

In the event the recipient fails or refuses to comply with the terms of this agreement, KDOT may take any or all of the following actions:

1. Cancel, terminate, or suspend this agreement in whole or in part;
2. Refrain from extending any further assistance to the recipient under the program from which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the recipient.
3. Take such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by the recipient.
4. Refer the case to the Department of Justice for appropriate legal proceedings.

**KANSAS DEPARTMENT
OF TRANSPORTATION:**

Signature

Civil Rights Administrator
Title

Date

Name of Recipient:



Signature

City Manager

Title

9-1-21

Date

Appendix 1

During the performance of this contract, the contractor/consultant, for itself, its assignees and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance With Regulations** – The contractor shall comply with the Regulations relative to nondiscrimination in federally-assisted programs of United States Department of Transportation (USDOT), Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination** – The contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, sex, or national origin in the selection and retention of sub-contractors, including procurement of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
3. **Solicitations for Subcontracts, Including Procurement of Materials and Equipment** – In all solicitations either by competitive bidding or negotiations made by the contractor for work to be performed under a sub-contract, including procurement of materials or leases of equipment, each potential sub-contractor or supplier shall be notified by the contractor of the contractor’s obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, sex, or national origin.
4. **Information and Reports** – The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the contracting agency or the appropriate federal agency to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of the contractor is in the exclusive possession of another who fails or refuses to furnish this information, the contractor shall so certify to KDOT or the USDOT as appropriate, and shall set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance** – In the event of the contractor’s noncompliance with the nondiscrimination provisions of this contract, the contracting agency shall impose such contract sanctions as it or the USDOT may determine to be appropriate, including, but not limited to:
 - a. Withholding of payments to the contractor under the contract until the contractor complies, and/or;
 - b. Cancellation, termination, or suspension of the contract, in whole or in part.
6. **Incorporation of Provisions** – The contractor shall include the provisions of paragraphs (1) through (5) in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The contractor shall take such action with respect to any subcontractor or procurement as the contracting agency or USDOT may direct as a means of enforcing such provisions including sanctions for noncompliance.

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a sub-contractor or supplier as a result of such direction, the contractor may request KDOT enter into such litigation to protect the interests of the state and, in addition, the contractor may request the USDOT enter into such litigation to protect the interests of the United States.

Appendix 2

The following clauses shall be included in any deeds affecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

GRANTING CLAUSE

NOW THEREFORE, Department of Transportation, as authorized by law, and upon the condition that the state of Kansas will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code, the Regulations for the Administration of Federal Aid for Highways and the policies and procedures prescribed by the United States of Transportation and, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, the Department of Transportation KDOT (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252: 42 USC 2000d to 2000d – 4) does hereby remise, release, quitclaim, and convey unto the state of Kansas all the right, title, and interest of the Department of Transportation in and to said land described in Exhibit A attached hereto and made a part thereof.

HABENDUM CLAUSE

TO HAVE AND TO HOLD said lands and interests therein unto the state of Kansas, and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which the federal financial assistance is extended or for another purpose involving the provisions of similar services or benefits and shall be binding on the state of Kansas, its successors, and assigns.

The state of Kansas, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of race, color, sex or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subject to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed (,)(and)* (2) that the state of Kansas, shall use the lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-Discrimination of Federally-Assisted Programs of the Department of Transportation – Effectuation of Title

VI of the Civil Rights Act of 1964, and as said Regulations may be amended (,) and (3) that in the event of breach of any of the above mentioned nondiscrimination conditions, the department shall have a right to reenter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.

Appendix 3

The following clauses shall be included in all transportation related deeds, licenses, leases, permits, or similar instruments entered into by The City of Arkansas City pursuant to the provisions of Assurance 8.

The LESSEE, for himself or herself, his or her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree as a covenant running with the land that in the event facilities are constructed, maintained, or otherwise operated on said property described in this lease, for a purpose of which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the LESSEE shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21,

Nondiscrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964, as said Regulations may be amended.

That in the event of breach of any of the above nondiscrimination covenants, the STATE shall have the right to terminate the lease, and to reenter and repossess said land and the facilities thereon, and hold the same as if said lease has never been made or issued.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by the Kansas Department of Transportation pursuant to the provisions of Assurance 8.

The LESSEE, or himself or herself, his or her personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree as a covenant running with the land that (1) no person, on the grounds of race, color, sex, or national origin, shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and furnishing of services thereon, no person on the grounds of race, color, sex, and national origin shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the LESSEE shall use the premises in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21,

Nondiscrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended.

That in the event of breach of any of the above nondiscrimination covenants, the STATE shall have the right to terminate the lease, and to reenter and repossess said land and the facilities thereon, and hold the same as if said lease had never been made or issued.

CITY OF ARKANSAS CITY PUBLIC PARTICIPATION PLAN

1. Brief Description of provider's activities and services

The City of Arkansas City Local Government provides public services to citizens throughout the City. These services are provided through various departments.

2. Brief description of activities that would warrant public participation.

- The City Commission hosts regular open meetings, addressing issues of concern to the City of Arkansas City citizens and provides an opportunity for citizens to voice any concerns or request for information.
- The City of Arkansas City makes every reasonable effort to engage the public when making hours of operation, meeting locations and service areas.
- Emergency Management maintains public notification of local emergency situations, watches and warnings.
- The Police Department provides local law enforcement and assists the public safety and security issues.
- The Fire Department provides fire protection and emergency medical services.
- The Public Works Department provides public services in the operation and maintenance of City roads, rights of way and bridges. The Department also provides sanitation, stormwater, water treatment, waste water treatment and neighborhood services.
- The Parks and Facilities Division provide a park and facility system that is available and accessible to all citizens.

CITY OF ARKANSAS CITY LIMITED ENGLISH PROFICIENCY (LEP)

Purpose

The City of Arkansas City and those receiving assistance from the federal government must take reasonable steps to ensure that Limited English Proficiency (LEP) persons have meaningful access to the programs, services, and information those entities provide. This will require recipients to create solutions to address the needs of this ever-growing population of individuals, for whom English is not their primary language.

Who is a Limited English Proficient Person?

Persons who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or “LEP”. These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter. These services are provided free of charge to the public and this notice is provided on all public meeting notices, in posted on the website, and on the official bulletin board.

Examples of population likely to include LEP persons who are served or encountered should be considered when planning language services include, but not limited to:

- Citizens applying for permits.
- Citizens paying utility bills.
- Citizens applying for open job positions.
- Citizens (vendors) responding to IFBs, RFPs, and RFQs.
- Citizens interacting with city employees (i.e. Police Department)
- Citizens appearing in Municipal Court
- Citizens filling out forms such as one Capital Improvement Project (CIP) suggestions
- Citizens reviewing the City’s Website

Authorities

Title VI of the 1964 Civil Rights Act

“No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

-42 U.S.C 2000d

Executive Order 13166

On August, 11, 2000, President Clinton signed Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency.” The Executive Order requires Federal agencies to examine services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them. It is expected that agency plans will provide for such meaningful access consistent with, and without unduly burdening, the fundamental mission of the agency. The Executive Order also requires that the Federal agencies work to ensure that recipients of Federal assistance provide meaningful access to their LEP applicants and beneficiaries.

Who must comply?

All programs and operations of entities that receive assistance from the federal government (i.e. recipients), including:

State agencies (i.e. KDOT)

Local agencies (i.e. **City of Arkansas City, Kansas**)

Private and nonprofit entities

Sub recipients (entities that receive federal funding from one of the recipients listed above) also must comply.

All programs and operations of the federal government also must comply.

Other Legal Authorities

FHWA Title VI Regulation, 23 CFR 200

USDOT Title VI Regulations, 49 CFR21

USDOT LEP Guidelines, 70 FR 74087 (Dec. 14, 2005)

Four Factor Analysis

The City of Arkansas City has an obligation to reduce language barriers that can preclude meaningful access by LEP persons to important services. The City has assessed the following four factors:

Factor One: The number or proportion of LEP persons served or likely to be encountered in the eligible City service population.

The total population in Arkansas City is 11,974 according to the 2020 U.S. Census Bureau. The ethnicities likeliest not to be native English speaking were identified as:

| | |
|--------------------------------------|------------|
| Hispanic/Latino/Biracial/Multiracial | 2,613 |
| Asian or Pacific Island | <u>146</u> |
| Total | 2,759 |

Factor Two: The frequency with which LEP individuals come in contact with the City's programs, activities or services.

The City of Arkansas City has and will continue to provide whatever services are needed to enable communications with LEP citizens.

Factor Three: The nature and importance of program activity or services provided by the City of Arkansas City.

The City's Equal Opportunity and Accessibility Advisory Board includes in its mission identifying possible LEP improvements to the City's program activities or services. The primary LEP language is Spanish/Spanish Creole. The next, according to the USD 470 School System, is Chuukese and Acateca. Creekstone Farms employs many Pacific Islanders and Hispanic/Latino individuals.

Factor Four: The resources available to recipients and costs.

- The City provides Spanish utility bills that are printed in house as well as Spanish literature by the Police Department for domestic violence cases.
- The City has two Spanish-speaking employees who are paid \$35 per hour during normal duty hours and \$45 per hour after hours and weekends when it is not job-related.
- The City contracts the services of Interlingual Services of Wichita to provide interpreter services during Municipal Court. The cost is \$35 per hour plus \$139.60 for mileage to and from Wichita.



| | |
|-------------|----------|
| Date Rec'd: | Case No. |
|-------------|----------|

COMPLAINT FORM

| | |
|--|--|
| Name: _____ Address: _____ City & Zip: _____ Telephone: _____ | Cause of Discrimination (check one): <input type="radio"/> Race <input type="radio"/> Religion <input type="radio"/> Color <input type="radio"/> Age <input type="radio"/> National Origin <input type="radio"/> Sex <input type="radio"/> Disability <input type="radio"/> Income |
|--|--|

Who discriminated against you:
Name: _____
Title: _____
Employer: _____

Explain the problem:

What would be a reasonable settlement of your charge:

I swear that the charge as listed is true to the best of my knowledge, information and belief.

(Signature) _____ (Date) _____

(County) _____ (State) _____

SUBSCRIBED AND SWORN TO before me this _____ day of _____ 20_____.

WHAT CAN I DO ABOUT DISCRIMINATION?

A person may file a complaint with the Kansas Department of Transportation. All complaints will be referred to the Civil Rights Officer, who will evaluate and refer the complaint to the appropriate program area. Every effort will be made to resolve the complaint as quickly as possible.

WHO MAY FILE A COMPLAINT?

Any person who feels he or she has been subject to discrimination because of race, color, age, national origin, sex, disability, veteran or low income status.

WHEN SHOULD I FILE A COMPLAINT?

You should file a complaint within 90 days following the discriminatory action.

HOW TO FILE A COMPLAINT?

Contact your transit provider in writing or by phone to request assistance in filing your complaint.

KS Dept. of Transportation
Office of Public Transportation
700 S.W. Harrison
Topeka, Kansas 66603-3754
Phone: 785-296-0826
Fax: 785-296-0963

KANSAS DEPARTMENT OF TRANSPORTATION

EQUAL OPPORTUNITY AND CIVIL RIGHTS INFORMATION (INCLUDING TITLE VI)



**Office of
Public Transportation
February 2009**

EXTERNAL CIVIL RIGHTS COMPLAINT PROCESS

THE ASSURANCE:

The Kansas Department of Transportation, as a recipient of federal funds for programs, has given the assurance that within daily operations, the KDOT will not discriminate against any person on the basis of race, color, national origin, sex, age, disability, veteran or low income status.

THE LAWS:

Title VI of the Civil Rights Act of 1964 as amended and 49 CFR Part 21 prohibit discrimination based on race, color and national origin in all federal-aid programs.

Sex discrimination is also prohibited by Section 162 (a) of the Federal-Aid Highway Act of 1973. Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (see 49 CFR 27) prohibit discrimination based on disability and The Age Discrimination Act of 1975 (42 USC 6101) prohibits discrimination based on age.

The basic philosophy of the laws is that people affected by transportation programs should receive the services, benefits, and opportunities to which they are entitled with no differences because of race, color, national origin, age, sex, disability, veteran or low income status.

WHAT IS DISCRIMINATION?

An intentional or unintentional act which subjects a person or a group to unequal treatment under a transportation program. Everyone, no matter what their race, sex, color or national origin, age, disability, veteran or low income status should be treated fairly and equally in all matters relating to transportation.

EXAMPLES OF PROHIBITED DISCRIMINATORY ACTS:

1. Public meetings that are held at hard-to-reach or inaccessible sites or at times when most affected people are working.
2. Zoning changes that would lower the quality of life in a neighborhood.
3. Unequal payments offered or paid for similar properties.

4. Unequal relocation assistance or housing payments.
5. New housing that is not equal to the property replaced.
6. No effort made to locate minority or women contractors, consultants or researchers for transportation projects.
7. Minority and women contractors not notified about highway projects to be let for bid.
8. A neighborhood loses access to stores, services, medical offices, churches, recreation or transportation due to highway construction.
9. Property value decreases or increases in unequal ways due to highway construction.
10. Minority neighborhood roads that are not as well-maintained as those in non-minority areas.
11. Environmental impact is more severe on a minority or low income neighborhood as compared to a higher valuation area.

QUE PUEDO HACER ACERCA DE LA DISCRIMINACION?

Una persona puede presentar su querrela con el Kansas Department of Transportation. Toda querrela sera presentada a1 funcionario de la EEO, quien la evaluarii y la referira a1 programa adecuado.

QUIEN PUEDE PRESENTAR UNA QUERELLA?

Cualquiera persona quikn crea que o ella ha estado sometido a discriminación a base de raza, color, edad, origen nacional, sexo, incapacidad, veterano o vivan en barrios de pobres

CUANDO DEBO DE PRESENTAR UNA QUERELLA?

Debe de presentar su querrela dentro de 180 dias despuks de la fecha de la alegada accicin discriminatoria.

LCOMO PRESENTAR UNA QUERELLA?

Pongase en contact con la Office of Civil Rights Compliance, por escrito o por telefono para solicitar ayuda en como presentar su querrela.

Kansas Department of Transportation Office of Civil Rights Compliance

700 SW Harrison, 3rd Floor West
Topeka, Kansas 66603-3754



Telefono: 785-296-7940

Fax: 785-296-0723



KDOT.CivilRights@ks.gov

Or visit us on the web at:

www.ksdot.org.

This information is available in alternative accessible formats. To obtain an alternative format, contact the KDOT Communications/Public Affairs Division Eisenhower Building, 700 SW Harrison, 2nd Floor West, Topeka, KS, 66603-3754,

785-296-3585 (Voice)
/Hearing Impaired - 711.



OPORTUNIDAD IGUAL E INFORMACION DE DERECHOS CIVILES (INCLUSO TITULO VI)

Kansas Department of
Transportation Office of Civil
Rights Compliance
Enero de 2020

KANSAS DEPARTMENT OF TRANSPORTATION DERECHOS CIVILES Y PROCESO DE QUERELLAS

LA GARANTIA:

The Kansas Department of Transportation, como un destinatario de fondos Federales para programas, ha otorgado la garantía que dentro de funcionamientos diarios el KDOT no diferenciara contra cualquiera persona a base de raza, color, origen nacional, sexo, edad, incapacidad, veteran, o vivan en barrios de pobres.

LAS LEYES:

El Título VI de los Derechos Civiles de 1964 enmiendado y 49 CFR Parte 21 prohíbe discriminación a base de raza, color, sexo y origen nacional en todos los programas de ayuda federal. Se prohíbe discriminación del sexo también bajo la Sección 162 (a) del Acto de Ayuda Federal de 1973. Sección 504 del Acto de Rehabilitación de 1973, y el Acto de Americanos con Incapacidades de 1990 (vea CFR 27) prohíbe discriminación a base de incapacidad; y el Acto de Discriminación por Edad de 1975 (42 USC 6101) prohíbe discriminación a base de edad. discrimination based on age.

La filosofía básica de la ley es que personas afectadas por programas de transportación deben recibir los servicios, beneficios, y oportunidades a que tengan derecho sin diferencias a causa de raza, color, origen nacional, edad, sexo, incapacidad, veteran, o vivan en barrios de pobres.

¿QUE ES LA DISCRIMINACION?

Es un acto intencional o involuntario que sujeta a una persona o a un grupo a trato desigual bajo un programa de transportación. Toda persona, sin importancia, a su raza, sexo, color, origen nacional, veteran, o edad, se debe tratar justamente e igualmente en totalidad en todos los asuntos relacionados con la transportación.

EJEMPLOS DE ACTOS DISCRIMINATORIOS PROHIBIDOS:

1. Reuniones públicas que se tienen a duración o en sitios inaccesibles o en horas cuando las personas más afectadas trabajan.
2. Cambios de zonas que rebajan la calidad de la vida en un barrio.
3. Pagos desiguales ofrecidos o pagados por propiedades similares.
4. Ayuda desigual de reubicación o pagos de vivienda.

5. Nueva vivienda que no es igual a la remplazada.

6. El no hacer el esfuerzo de localizar minoría o mujeres contratistas, consultants o investigadores para proyectos de transportación.

7. El no notificar a minoría y mujeres contratistas acerca de proyectos de transportación que están por licitación.

8. Un barrio pierde acceso a tiendas, servicios, oficinas médicas, iglesias, recreación o transportación debido a la construcción de carreteras.

9. El valor de la propiedad disminuye o aumenta en manera desigual debido a construcción de carreteras.

10. Caminos en barrios minoritarios que no están tan satisfactorios como esos en barrios que no son minoritarios.

11. El impacto ambiental es más severo en una minoría o en un barrio de ingresos bajos, en comparación con una área de valoración más alta.

Andrew Lawson

From: Josh White <jwhite@arkansascityks.gov>
Sent: Thursday, July 29, 2021 3:11 PM
To: Andrew Lawson
Subject: Sidewalk Survey

Andrew,
I am starting to look into a web application for Sidewalk data collection. The important question I need to ask is what do we want the people to collect data on? Are we wanting people to just collect problems such as a crack or a trip hazard or do we want to do something more in depth where we are actually surveying the existing sidewalks?

Here is an example of a form that collects basic concerns from Bentonville, AR
<https://survey123.arcgis.com/share/d5f0fda909914cd7b4c4641380b7bdf7> It's live so don't try to submit anything.
Here's another one from Detroit
<https://survey123.arcgis.com/share/2df08564130241298d92f9663c318c2a?field:address=>

Here is another example of a form, just not for sidewalks
<https://survey123.arcgis.com/surveys/templates/b4c06f59254646e783551b74a68ab605>

What I like about this method of data collection is that it is simple, easy for anyone to understand and all of the concerns are added to GIS. But again, the question is, what are we collecting? Problems or detailed sidewalk data?

My thoughts go along the lines of this:

- Who am I? At least their name
 - Where am I? They could just use the map to click their current location
 - What problem do I see? Crack, trip hazard, missing sidewalk section, too steep, obstruction etc
 - What other details do I need to report?
- Here is a photo: photo.jpg

This would generate points on a map. I could then create a special web map for sidewalks for more advanced users. If we want to collect detailed information about the sidewalks, we'll need to use another method.
I went ahead and created a survey just to get us started. I plan to walk home for lunch and collect some data. If you want to look it over, let me know, I can still change things. It can be found by visiting <https://arcg.is/OCWzav> It can be updated either via the Survey123 app that can be downloaded from the appropriate app store or in a browser. I'm working on a webmap as well. <https://experience.arcgis.com/experience/e6c16f0ff0844b079df5db77c56263a2> but I am having some issues with it. It is supposed to show the sidewalks, curb ramps and the reports from the form. I ran into some corruption so I had to start over and lost the data. Hopefully that is a one-time issue.

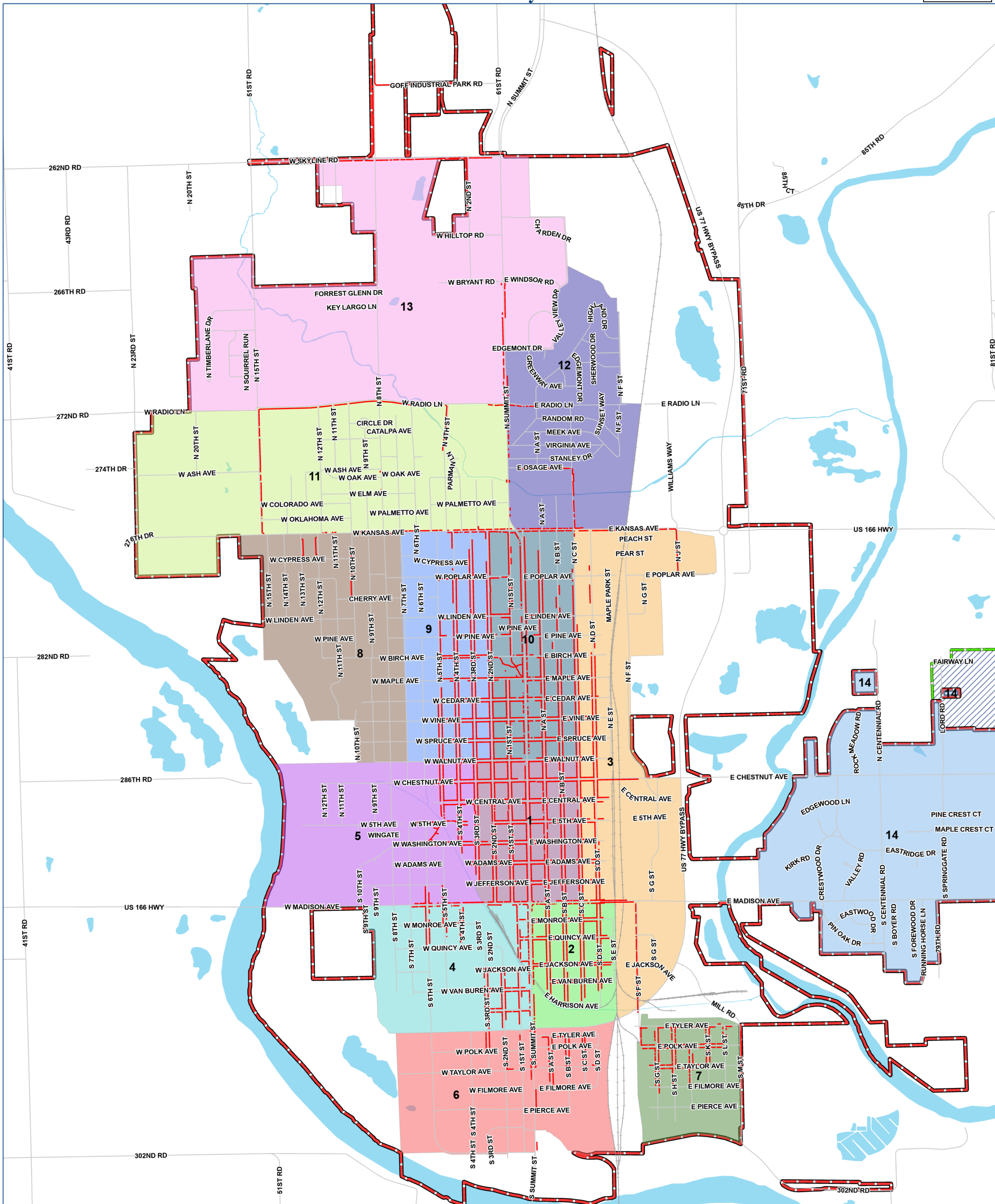
Josh White, AICP
Principal Planner

City of Arkansas City
jwhite@arkansascityks.gov
(620) 441-4420 (voice)
(620) 441-4403 (fax)

<https://arcg.is/0CWzav>

1. Anita Judd-Jenkins / Josh White
2. New member / group effort
3. Anita Judd-Jenkins
4. Rags Smith
5. James Fry
6. Rags Smith
7. New member / group effort
8. James Fry / Tammy Lanman-Henderson
9. Bob Baker
10. Andrew Lawson
11. Tammy Lanman-Henderson
12. JoAnn Bierle
13. JoAnn Bierle
14. No sidewalks

Sidewalk Survey



— Sidewalks

Sidewalk Repair Specifications

Sidewalk repairs are to be completed under the following specifications. If site conditions do not allow for total compliance with these specifications, please contact the Neighborhood Services Office for approval.

1. Sections of sidewalk to be repaired are to be removed and properly disposed. *Feathering or patching is not an acceptable repair method.*
2. All loose material, debris and tree roots are to be removed prior to placement of new concrete.
3. Forming of the sidewalk to allow for a 4" thick, non-reinforced walk of a width to match the existing or neighboring walks. Sand fill shall be used where necessary.
4. New concrete to be 3,000 psi, readi-mix or bag-mix.
5. Concrete to be floated or troweled with aluminum or steel finishing tools and a light broom finish applied. Walks are to be cut or scored to a depth of 1/4 slab thickness at intervals to match the existing walk, with 5 foot maximum section size. Slab edging to be a minimum 1/4" rounded edges.
6. Expansion joint size 1/2" X 4" to be installed at maximum intervals of 100', with at least one expansion joint installed on all repairs or replacements.
7. Removal of all forms and construction materials when completed.
8. In areas where the entire property is to receive a new sidewalk, the walk shall be four feet in width with one inch of slope to allow for drainage to the street. Grade of the walk is to be determined by the Neighborhood Services Office.
9. All repair or replacement installations are subject to inspection by the Neighborhood Services Office prior to placement of new concrete. When forms are in place, call the Neighborhood Services Office at 441-4420 at least one hour prior to placing of concrete.
10. ***Permits are not required for the repair and maintenance of existing walks. Please call the Neighborhood Services Office at 441-4420 with information concerning the approximate completion date of the repairs and also, the name of who is completing the work. If the property owner is completing the work this information is also needed.***
11. Any repair work not completed within the above outlined specifications could be subject to removal and replacement according to specifications.

ARTICLE ONE

RULES OF ORDER

Section 1

Robert's Rules of Order Revised shall be the authority on all questions of procedure not specifically stated in the Charter and By-Laws by the Board of Directors of the Cowley County Council on Aging, Inc. and by the Cowley County Council on Aging, Inc.

ARTICLE TWO

LOCATION

Section 1

Headquarters shall be maintained at 700 Gary Street. Suite C, Winfield, KS 67156. This may be changed at such time the Council deems it desirable.

ARTICLE THREE

COUNCIL MEMBERSHIP

Section 1

Any resident of Cowley County may become a non-voting member of the council by attending any or all of the monthly meetings and by expressing an interest in the concerns of Senior Citizens.

Section 2

Policy of assessing dues (if any) is to be reviewed annually by the general membership.

ARTICLE FOUR

MEMBERSHIP OF GOVERNING BODY

Section 1

Stated in Charter Article Five issued by Kansas April 7, 1975 as follows:

The Governing Body of the corporation shall be a Board of Directors consisting of eleven (11) members, appointed as hereinafter described for the following initial terms:

- (1) Arkansas City - two members appointed by the mayor for terms of one and three years respectively;
- (2) Winfield - two members appointed by the mayor for terms of one year and three years respectively;
- (3) Atlanta and Dexter - one member from each community appointed by its respective mayor, both serving three year terms;
- (4) Udall, Burden and Cambridge - one member from each community, each appointed by its respective mayor and all serving two year terms;
- (5) Cowley County at-large - two members appointed by the County Commissioners of Cowley County for terms of one and two years, respectively.

All subsequent appointments will be for three year terms so that at the expiration of the initial appointments, and thereafter, the staggered terms of office will insure the corporation that the Board will always retain some experienced members.

Section 2

Term of office for Board of Directors shall begin January first with the year established by the following original pattern.

| | | |
|-------------|------------------------|---------|
| Position 1 | Arkansas City | 1975-76 |
| Position 2 | Arkansas City | 1975-78 |
| Position 3 | Atlanta | 1975-78 |
| Position 4 | Burden | 1975-77 |
| Position 5 | Cambridge | 1975-77 |
| Position 6 | Dexter | 1975-78 |
| Position 7 | Udall | 1975-77 |
| Position 8 | Winfield | 1975-76 |
| Position 9 | Winfield | 1975-78 |
| Position 10 | Cowley County at-large | 1975-76 |
| Position 11 | Cowley County at-large | 1975-77 |

Section 3

Number of consecutive terms is not limited since reappointment would be at the discretion of the local community officials.

Section 4

In case of the resignation of any member of the Board of Directors the unexplored term shall be filled by the designated official or commission as designated by the Charter.

Section 5

No member of the Board of Directors shall be on a regular salary paid by the Corporation.

ARTICLE FIVE

OFFICERS

Section 1

The general officers of the Corporation shall be the officers of the Board of Directors, and the Council, and shall be the executive Board.

Section 2

The Board of Directors shall each year elect from among the members thereof, the following officers: President, Vice-president, Secretary/ Treasurer.

Section 3

General Duties as stated in Article Eight of the Charter:

The principal duties of the President shall be to preside at all meetings of the members and the board of directors and to have a general supervision of the affairs of the corporation.

The principal duties of the Vice-president shall be to discharge the duties of the president in the event of absence or disability, for any cause whatsoever, of the President.

The principal duties of the Secretary/Treasurer shall be to countersign all deeds, leases, and conveyances executed by the corporation, affix the seal of the corporation thereto and to such other papers as shall be required or directed to be sealed, and to keep a record of the proceedings of the board of directors, and to safely and systematically keep all books, papers, records, and documents belonging to the corporation, or in any way pertaining to the business thereof. To keep an account of all moneys, credits, and property of any and

every nature of the corporation, which shall come into his hands, and to keep an accurate account of all moneys received and disbursed and of proper vouchers for moneys received and disbursed, and to render such accounts, statements, and inventories of moneys received and disbursed and of money and property on hand, and generally of all matters pertaining to his office, as shall be required by the Board of Directors.

Section 4

These officers shall be elected in January for a term of one year and assume office in February.

Section 5

The Board of Directors shall select and hire the Director and see that there is sufficient staff to operate any and all of its facilities and services dependent on what funding is available. Staff may consist of the following:

- Director of Services of Council on Aging/Bookkeeper
- Administrative Assistant/CARE Assessor
- Dispatcher
- Outreach Worker
- Bus Drivers
- Phone Pal Program Coordinator

ARTICLE SIX

SPECIAL DUTIES

Section 1

President and Director-Bookkeeper are responsible for meeting all requirements of State of Kansas and Federal Government and filing all necessary reports promptly.

Section 2

A finance committee of five members shall be appointed by the President and shall consist of one member from Arkansas City, one member from Winfield, two members from two of the five incorporated small towns, one of these four shall be the Treasurer, and the fifth member shall be the Director-Bookkeeper. Said committee shall submit their recommendations to the Board of Directors no later than the June meeting for their approval in order to present the budget to the County Commissioners before July 1st.

Section 3

Director-Bookkeeper prepares the agenda for Council meetings.

Section 4

- (1) Director-Bookkeeper shall deposit to checking account 11-16-568, First National Bank, Winfield, KS, all moneys received by the Cowley County Council on Aging, and shall keep proper accounting of receipts and disbursements of each funding source.
- (2) Two of the following shall sign all checks and pay all lawful bills and secure receipts: the Director-Bookkeeper, Treasurer, or an authorized third person.
- (3) Director-Bookkeeper, with assistance from accountants, must prepare a financial statement each month for the Board of Directors.

ARTICLE SEVEN

AUDIT

Section 1

An audit of all financial records shall be made during the month of either June, July, or August. This audit shall be done by an accounting firm.

Section 2

A cash audit shall be made before any new Director-Bookkeeper is employed.

ARTICLE EIGHT

QUORUM

Section 1

A quorum shall consist of a majority of the members of the Board of Directors.

Section 2

Membership on the Board of Directors shall be terminated after three unjustified consecutive absences.

ARTICLE NINE

MEETINGS

Section 1

Regular meeting of the Council and Board of Directors shall be held on the second Friday of the month as designated in the agenda.

Section 2

An agenda shall be mailed to each member of the Board of Directors by the Director-Bookkeeper at least by Tuesday preceding the meeting.

A notice of the Council meeting shall be placed in the Arkansas City and Winfield newspapers by the Director-Bookkeeper.

Section 3

(1) There shall be a minimum of nine meetings of the Board of Directors and the Council during the year.

(2) The President with the approval of the executive board shall have authority to call as many special meetings as are needed to complete the business of the year.

ARTICLE TEN

ORDER OF BUSINESS

Section 1

Board of Directors and Council Meeting

1. Silent Roll Call (Written)
2. Reading of Minutes
3. Reading of Financial Reports
4. SCKAAA Report
5. I & R Report
6. Administrative Assistant & CARE Assessor
7. Senior Center Reports
8. Phone Pals
9. Agency Reports
10. Director's Report

- 11. Committee Reports
 - a. Standing Committees
 - b. Special Committees
- 12. Unfinished Business
- 13. New Business

ARTICLE ELEVEN

COMMITTEES

Section 1

Standing Committees

- 1. Bylaws and Policy
- 2. Transportation
- 3. Finance
- 4. Public Relations
- 5. Personnel

ARTICLE TWELVE

AMENDMENTS TO BYLAWS

Section 1

Amendments to the bylaws shall require two-thirds majority vote of the entire Board of Directors.

Section 2

Such amendments or revisions must be submitted to the Board of Directors in writing ten (10) days in advance.