

AN ORDINANCE CREATING RUSSELLVILLE-LOGAN COUNTY COMMISSION ON HUMAN RIGHTS.

WHEREAS, it is the public policy of the Commonwealth of Kentucky to encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, national origin, sex, or age, and

WHEREAS, the General Assembly of Kentucky has enacted the Kentucky Civil Rights Act (KRS 344) which confirms the power of all Kentucky cities and counties to adopt ordinances establishing commissions on human rights; and the Governor and State Commission on Human Rights have urged the formation of local commissions on human rights that would promote equal opportunity for all in Kentucky cities and counties, and

WHEREAS, discrimination against persons on racial, religious, ethnic, sex, or age grounds is detrimental to the social health of the county and produces harmful effects on the economy of the county, resulting in unused human resources and lower earning power for portions of the population; and

WHEREAS, such discrimination would represent an affront to the dignity of the individuals against whom directed, and would be inconsistent with the democratic principles embodied in the Constitution of the United States and the Commonwealth of Kentucky, and

WHEREAS, such discrimination would intensify group conflicts which do grave injury to the public health and welfare;

NOW, THEREFORE:

In order to create an instrumentality of the city and county that will assume active leadership in the community in promoting equal opportunity for all persons;

BE IT ORDAINED BY THE CITY OF RUSSELLVILLE AND COUNTY OF LOGAN that:

- 1. Policy. It is the public policy of the city and county to

promote fair treatment and equal opportunity for all persons regardless of race, color, religion, national origin, sex, or age (between 40 and 70),

2. Definitions. As used in this ordinance:

(a) "Discrimination: means any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice or differentiation or preference in the treatment of a person because of race, color, religion, national origin, sex, or age (between 40 and 70).

(b) "Commission: means the Russellville-Logan County Commission on Human Rights.

(c) "Commissioner" means a member of the Commission.

3. Commission on Human Rights. There is hereby created a Russellville-Logan County Commission on Human Rights. It shall consist of fifteen (15) members who shall be appointed on a nonpartisan basis and shall be broadly representative of employers, proprietors, trade unions, human rights groups, and the general public. The County Judge Executive with the approval of the Logan County Fiscal Court and the Mayor, with the approval of the Russellville City Council, shall after the effective date of this Ordinance, appoint the members, whose term shall begin on March 1 of the year appointed. Of the first members appointed, the County Judge Executive shall appoint eight (8) members, three (3) of whom shall serve the first year, two (2) of whom shall serve the first two (2) years, and three (3) of whom shall serve the first three (3) years. Of the first members appointed, the Mayor shall appoint seven (7) members, two (2) of whom shall serve the first year, three (3) of whom shall serve the first two (2) years, and two (2) of whom shall serve the first three

years. The five (5) members appointed yearly thereafter shall serve terms of three (3) years. Of the first five (5) members appointed after the appointment of the original fifteen (15) members, three (3) shall be appointed by the Mayor and two (2) shall be appointed by the County Judge Executive. The Mayor and the County Judge Executive shall alternate as to the number of members each appointing authority appoints each year thereafter. Members appointed by each appointing authority may be removed by that appointing authority with the approval of the appointing authority's legislative body. "Appointing authority": as used herein shall include successors. A member of the Commission is eligible for reappointment. No more than one elected city official and one elected county official shall be a member of the Commission at any one time. The members shall serve without compensation.

4. Functions.

(a) The Commission shall encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, national origin, sex, or age (between 40 and 70) and shall promote mutual understanding and respect among all economic, social, racial, religious, sex, age, and ethnic groups, and shall endeavor to eliminate discrimination against, and antagonism between, religious, racial, sex, age and ethnic groups and their members.

(b) The Commission may make recommendations as to enforcement of ordinances forbidding discrimination.

5. Powers and Duties: In performing its functions, the Commission may have the following powers and duties:

(a) to recommend the employment of an executive director within the limits of funds made available.

- (b) to conduct or arrange for research projects and studies into, and publish reports on discrimination and progress in equal opportunity in the community, within the limits of funds made available.
- (c) to accept gifts or bequests, grants, or other payments, public or private, to help finance its activities, and to deliver to the county and city at least quarterly reports, showing all receipts and expenditures and such other documentation as may be required by the county and/or city.
- (d) to refer matters to appropriate authorities.
- (e) to recommend methods for elimination of discrimination and intergroup tensions, and to use its best efforts to secure compliance with its recommendaitons;
- (f) to refer complaints of discrimination to the Kentucky Commission on Human Rights where full legal remedies including back pay and damages for embarrassment and humiliation may be obtained. The Commission members and staff shall assist compliants in filing such complaints.
- (g) to cooperate with other intergroup relations agencies, both public and private, on the local, state, and national level in performing its functions under this ordinance;
- (h) to cooperate with the various departments, agencies, and boards of the county and city and of the Commonwealth in effectuating the purposes of this ordinance,
- (i) to enlist the support of civic, labor, religious, professional, and educational organizations and institutions in community activities and programs that will further the goals of this ordinance;
- (j) to organize community committees and councils that work toward the goals of this ordinance;

(k) to recommend legislation to the county and/or city legislative bodies and modes of executive action to the County Judge Executive and Mayor that will effectuate the purposes of this ordinance;

(l) to submit an annual report of its activities and of the progress and problems in intergroup relations in the community to the County Judge Executive and Mayor and their legislative bodies.

6. Cooperation of Departments. The services of all other county and city departments, agencies, and boards may be made available to the Commission upon its request. Open records in the possession of any county or city department, agency, or board shall be furnished to the Commission upon its request, and to the extent permitted by law.
7. Election of Officers. The Commission shall elect a Chairman and Vice-Chairman, a Secretary-Treasurer, and such other officers as it deems necessary. The Chairman of the Commission shall appoint such committees as the Commission may deem necessary in order to carry out its functions.
8. Budget Reports. The Commission shall adopt a budget for expenditures within the limits of all funds made available. The Secretary-Treasurer shall make the financial reports required by this ordinance.
9. Relationship with Kentucky Commission on Human Rights. The Commission shall cooperate with the Kentucky Commission on Human Rights wherever possible to effectuate compliance with state laws, and when requested shall act in an advisory capacity to the state commission. The Commission is authorized to enter into cooperative working agreements with the Kentucky Commission on Human Rights whenever enforceable ordinances forbidding discrimination are enacted which are in conformity with state law.

10. Relationship with Department of Housing and Urban Development. The Commission shall cooperate in implementing the responsibilities of the county and city for fair housing and equal opportunity as required by Community Development Block Grant funding and other programs of the Department of Housing and Urban Development.
11. Severability. If any provisions of this ordinance or the application of any provision or provisions to any person or circumstances shall be held invalid, the remainder of the ordinance or the application of the ordinance to other persons or circumstances shall not be affected thereby.
12. Effective Date. This ordinance shall take effect upon its passage by both legislative bodies and publication according to law.

Passed first reading by the Russellville City Council on February 4, 1986.

Passed second reading by the Russellville City Council on February 18, 1986.



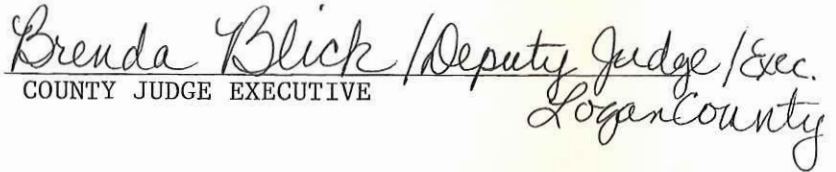
MAYOR

ATTEST:




CITY CLERK

Duly adopted by the Logan County Fiscal Court on Feb. 28, 1986



COUNTY JUDGE EXECUTIVE
Logan County

ATTEST:



Logan County Court Clerk