



## COMMISSION RECOMMENDATION

### Human Rights Commission

#### Recommendation Number 20220411-002a: Work Environment in the Office of Civil Rights

WHEREAS, there are allegations of a hostile work environment inside the Office of Civil Rights, and;

WHEREAS, the current director of the Office of Civil Rights is still running the office, and;

WHEREAS, the allegations are directed at the director and an outside law firm is investigating the allegations, and;

WHEREAS, the Austin Human Rights Commission received notice on Monday, April 11, 2022, that all agendas will be reviewed by the Civil Rights Officer and Legal prior to approval. This new mandate has timing that coincided with a meeting that included an agenda item to discuss the current investigation into the Civil Rights Officer.

WHEREAS, in December 2021, the City Council removed the Commission's authority to conduct hearings that review findings of cause or no cause by the Civil Rights Office, and;

WHEREAS, NAACP President Nelson Linder communicated that the current situation in the Office of Civil Rights is a disparate impact caused to those reporting claims to the Office of Civil Rights, and;

THEREFORE, be it resolved, that:

The Austin Human Rights Commission asks the City Council to request that the city manager place the Civil Rights Officer on administrative paid leave until the conclusion of the investigation.

The Austin Human Rights Commission requests that commission meeting agendas be reviewed by the Clerk's Office and Legal that complies with all policies, procedures, and laws until the conclusion of the investigation.

The Austin Human Rights Commission requests the City Council restore the Chapter 21 commission language that provided authority to conduct hearings that review findings of cause or no cause. (See exhibit A – attached)

Date of Approval: April 11, 2022

Record of the vote: 6 in favor -1 abstention; Commissioner Garry Brown motion, Chair Davis second. Voting in favor were Commissioner Griffith, Vice Chair Casas, Commissioner Brienzi, Commissioner Jamarr Brown, Commissioner Museitif and Commissioner Griffith.

Commissioner Caballero abstained. Commissioner Breckenridge, and Commissioner Weigel were absent.

Attest: Andrea Jordan

*Andrea Jordan*

Staff Liaison