



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
La Crosse, WI 54601

Meeting Agenda

Human Rights Commission

Wednesday, May 18, 2022

5:15 PM

Eagle Room

This meeting is also being held virtually. E-mail kuhlmanl@cityoflacrosse.org if you have trouble logging in.

Join Zoom Meeting: <https://us06web.zoom.us/j/85961717663>

Meeting ID: 859 6171 7663

One tap mobile: +13126266799,,85961717663# US (Chicago)

Call to Order

Roll Call

Approval of Minutes

Notices and Discussion

Agenda Items:

- 1 [22-0569](#) Fair Housing Complaint - Bridget A Karl v. Dawn Susan Relax Property Management - Determination whether the complaint alleges sufficient facts that if true, relief could be granted and therefore whether complaint is actionable.
Attachments: [HRC Complaint - Bridget Karl Redacted.pdf](#)

Note: The Commission may convene in closed session pursuant to Wis. Stats. sec. 19.85(1)(a) to deliberate its decision. Following any closed session, the Commission may reconvene in open session.
- 2 [22-0062](#) Discussion on Civil Rights Dept.
Attachments: [Madison Civil Rights Dept Interview Notes](#)
- 3 [22-0655](#) Updates from Racial Equity Team, REACH, and Comprehensive Planning Process
- 4 [22-0199](#) Discussion on Fair Housing Complaint Application Improvements
Attachments: [Discrimination Complaint Form - Draft](#)
[Fair Housing Webpage](#)
[HRC Webpage](#)
- 5 [22-0343](#) Strategic Planning
Attachments: [20220913 Vision Mission Core Values Draft.pdf](#)

6 [22-0054](#) Planning for Town Hall w/ Elected Officials

Next Meeting / Agenda Items

Adjournment

Notice is further given that members of other governmental bodies may be present at the above scheduled meeting to gather information about a subject over which they have decision-making responsibility.

NOTICE TO PERSONS WITH A DISABILITY

Requests from persons with a disability who need assistance to participate in this meeting should call the City Clerk's office at (608) 789-7510 or send an email to ADAcityclerk@cityoflacrosse.org, with as much advance notice as possible.



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Text File

File Number: 22-0569

Agenda Date: 5/11/2022

Version: 1

Status: Denied

In Control: Human Rights Commission

File Type: General Item

Agenda Number: 1

City of La Crosse Human Rights Commission Complaint Form

[Click here](#) to download a printable version of this form.

COMPLAINANT INFORMATION (YOURSELF)

Name * Bridget A Karl

Address * [REDACTED]

Phone [REDACTED]

Email [REDACTED]

RESPONDENT INFORMATION (PERSON/PERSON(S) YOU FEEL HAVE DISCRIMINATED AGAINST YOU)

Name * Dawn Susan Relax Property Management

Address * [REDACTED]

Phone [REDACTED]

Email [REDACTED]

TYPE OF DISCRIMINATION ALLEGED

Check the appropriate Category, indicate the Address or Location of facility you were denied the equal opportunity to use or enjoy, and the Basis of the alleged discrimination.

Applicants must be able to demonstrate that they were denied the equal use/enjoyment of a facility **located in the City of La Crosse**.

Category: *
 Housing
 Place of Public Accommodation or Amusement [i.e. restaurant, hotel, retail shop]
 City Facility

Address/Location: * Various rental locations applied for with Relax PMG.

Basis (Check all those you feel may apply):
 Sex
 Race
 Religion
 Age
 Disability
 Marital Status
 Color
 National Origin or Ancestry
 Lawful Source of Income
 Physical Appearance
 Sexual Orientation
 Gender Identity or Expression
 Political Activity
 Familial Status
 Domestic Partnership
 Student

FACTS

To the best of your ability, give a detailed statement regarding the facts giving rise to this Complaint. The statement must include the date or dates of the alleged discrimination. City Ordinance provides that a written Complaint **must be filed within 180 days** after the complainant knew or should reasonably have known

that the alleged act or acts occurred. Additional pages may be attached to this form if necessary.

Statement *

I applied for a place with Relax back in Dec. 2021 and was basically ignored by them over the holidays, after seeing one location they had on Caledonia St. I still have yet to see if someone actually moved into that location. Anyway, I have applied for at least two other properties they advertised as available since one in Galesville, WI and a couple in La Crosse, WI and I was not told a thing about my application unless I called them to follow up. last I was told from Susan was they needed proof of income. I sent that via email to them and had to call to see oif they obtained them because I was not told one way or the other. This is after they ask for things like my SS number and date of birth, etc. on rental application. I am pretty sure they are not to ask for that information from potential tenants. Isn't a rental application more like a job application? I think I was discriminated against because I gave them proof of income and explained how if they do a background check or credit history check how I am working with all creditors and on updating bettering my credit report and how I am working with an appellate attorney working with me on resolving unlawful arrest and criminal charges upon me starting 8/30/20. I still had to call and follow up with Relax asking why I was not approved and explained how I have been homeless for so long. I have requested a copy of the record they received because they did say something about my background-check I believe but mostly I believe I was discriminated primarily due to answers to questions they illegally asked on their application and because of the income proof I emailed them, not being from specific source they actually prefer. Besides me having to follow up with them after they requested proof of income, to find out they rented property to another applicant March 1,2022 and I am not the only one out there applying for places to live. As if I did not know that, right?. Bridget A. Karl



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Text File

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Agenda Date: 6/8/2022

Version: 1

Status: Tabled

In Control: Human Rights Commission

File Type: General Item

Agenda Number: 2



City of La Crosse, Wisconsin

City Hall
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Text File

File Number: 22-0655

Agenda Date: 5/12/2022

Version: 1

Status: No Action Taken

In Control: Human Rights Commission

File Type: Status Update

Agenda Number: 3



City of La Crosse, Wisconsin

City Hall
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Text File

File Number: 22-0199

Agenda Date: 6/8/2022

Version: 1

Status: Referred

In Control: Human Rights Commission

File Type: General Item

Agenda Number: 4

Discrimination Complaint Form Information - Draft

The act of discrimination must have happened inside the City of La Crosse and within 180 days of the date the Complaint is filed. It is important that you file within 180 days of the event.

Role of the Human Rights Commission

The La Crosse Human Rights Commission does not adjudicate an outcome to the complaint. Its role is to recommend further investigation of your complaint should it find that the complaint

The complainant and defendant will be invited to attend the HRC's hearing on the complaint. The complainant will have 5-7 minutes to present their case. All Human Rights Commissioners will have received the original complaint and will have had time to review it prior to the presentation. Complainants are encouraged to practice a presentation and anticipate answering questions to provide a description of the most important points in the complaint. Complainants may provide evidence or witnesses with supporting examples of discrimination.

HRC staff can assist with filling out the form, such as reviewing for clarity and content and ensure that the complainant is prepared for the hearing. Staff can also refer complainants to other organizations that can help with completing the complaint form.

Public Hearing

NOTE: Parents are not allowed to make the complaint on behalf of their adult children, except in situations where the parents retain power-of-attorney, guardianship, or guardian ad litem.

If the complainant is not present at the meeting to explain or defend their case, the HRC will not reschedule, but will make a recommendation based on the information they have and the testimony of the individuals present.

PLAINTIFF

Plaintiff will have 5-7 minutes to present their case. All HRC members will have received the original complaint and will have reviewed it prior to the presentation. Plaintiffs should be prepared to succinctly answer the following: What is your complaint? What discrimination do you believe you have experienced? What have you done to try to redress this situation? What do you imagine would be an equitable solution to your complaint?

Defendant

Defendant will have 5-7 minutes to present a rebuttal. They are encouraged to prepare to succinctly answer the following: When did you become aware of the plaintiff's concerns? Why do you believe this complaint is unfounded? What did you do to address the complaint? Describe what you have done to negotiate with the plaintiff. What do you imagine is the best solution to this complaint?

Discrimination Complaint Form - Draft

Complainant Information (Yourself)

Name:

Address:

Phone:

Email:

Respondent Information (Person/Persons you feel have discriminated against you)

Name:

Address:

Phone:

Email:

Type of Discrimination Alleged

Check the appropriate Category, indicate the Address or Location of facility you were denied the equal opportunity to use or enjoy, and the Basis of the alleged discrimination.

Applicants must be able to demonstrate that they were denied the equal use/enjoyment of a facility **located in the City of La Crosse.**

Category

- Housing
- City Facility
- Place of Public Accommodation or Amusement [i.e. restaurant, hotel, retail shop]

Address/Location

Basis (Check all that may apply)

- Sex:
- Race:
- Religion:
- Age:
- Disability:
- Marital Status:
- Color:
- National Origin or Ancestry:
- Lawful Source of Income:
- Physical Appearance:
- Sexual Orientation:
- Gender Identity or Expression:
- Familial Status:
- Domestic Partnership:
- Student:

Facts

To the best of your ability, give a detailed statement regarding the facts giving rise to this Complaint. Include the date or dates of the alleged discrimination. City Ordinance provides that a written Complaint must be filed within 180 days after the complainant knew or should reasonably have known that the alleged act or acts occurred. Examples of discrimination include providing different housing services or facilities, falsely denying that housing is available for inspection, sale or rental and refusing to let you make necessary changes to the property, at your expense, in coordination with your disability. Additional pages may be attached to this form if necessary. State your complaint in terms of the basis you selected above.

In terms of the basis you selected above, what discrimination do you believe you have experienced?

Why has the defendant targeted you or your group? What proof can you provide that this has happened to you and not others/other groups?

What have you done to try to redress this situation?

What do you imagine would be an equitable solution to your complaint?



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File Number: 22-0343

Agenda Date: 6/8/2022

Version: 1

Status: Referred with Direction

In Control: Human Rights Commission

File Type: General Item

Agenda Number: 5

Draft Vision & Mission Statements

Vision

To be a trusted resource for resolving discrimination in the community.

Mission

To be a forum for reviewing discriminatory complaints; providing tenant/landlord resources; and promoting diversity, equity, and inclusion in the community.

Core Values

- Providing quick access to legal and housing resources
- Creating a clear complaint process with a quick response
- Continuing engagement with the community to identify their needs
- Collaborating with other agencies
- Being a positive presence in support of other anti-discrimination organizations
- Having trust in a fair hearing
- Housing as a human right
- Working for the dignity and safety of the La Crosse community by promoting diversity, equity and inclusion considering social, economic and environmental factors
- Providing an impartial forum to educate about, monitor for, and implement fair practices.
- Equity and justice
- Having open minds with critical thinking



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In Control: Human Rights Commission

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