

IDAHO HUMAN RIGHTS COMMISSION

FIND COMMON GROUND.

The Commission exists to educate, enforce state and federal anti-discrimination law, and to provide a means for resolving complaints for Individuals, businesses, and organizations in Idaho.

Governor Phil Batt supported amendments to the Idaho Human Rights Act that aligned the Act with federal law. These changes allowed the IHRC to negotiate a contract with the EEOC, which brought the investigation and enforcement of federal employment law under the jurisdiction of the State of Idaho.

Today, the Commission consists of 9 Commissioners appointed by the Governor and 10 full-time staff, including the administrator, two Senior Civil Rights Investigators/Mediators, five Civil Rights Investigators, and two support staff.

Founded in 1969 by the Legislature

Idaho Code 67-5901(2): "To secure for all individuals within the state freedom from discrimination . . . and thereby to protect their interest in personal dignity, to make available to the state their full productive capacities, to secure the state against domestic strife and unrest, to preserve the public safety, health, and general welfare, and to promote the interests, rights and privileges of individuals within the state."

PREVENTION

- Educational presentations to businesses and organizations throughout Idaho
 - Kootenai Health, Silverwood, Bardenay, Idaho Restaurant & Lodging Asscn., Other HR Associations
- Free training on EEO laws, best practices
- Informal resolutions
 - Small business support
 - Early complaint resolution
 - Referrals to appropriate agencies, other resources
- Reduction of frivolous lawsuits
 - Our process lessens meritless cases before the courts
 - Complainants cannot file civil suit without first going through our process and receiving a right-to-sue

PROTECTION

- State-level action
 - All cases filed federally with the EEOC are now transferred to Idaho
- Enforcement of state and federal anti-discrimination laws
 - Idaho Human Rights Act; Equal Pay Act
 - Title VII of the Civil Rights Act; ADA (disability); ADEA (age)
- Preparation of formal charges of discrimination
- Investigation of formal charges of discrimination
- Coordination with nine Commissioners on determinations and findings of probable cause/no probable cause that discrimination occurred

RESOLUTION

- Less litigious approach than federal agencies – our philosophy emphasizes early resolution of all complaints
- Mediation and Conciliation in cases of probable cause
 - Offered at each stage of investigation to both parties
 - No-fault resolutions; No cost to parties
 - Certified mediators and free services save money for litigants, businesses, & taxpayers