

Agency 67 - Equal Opportunity Commission

Statutory Authority:

The Equal Opportunity Commission was created by LB 656 (the Nebraska Fair Employment Practice Act), which was passed in the 1965 session of the Legislature. The composition, structure, powers and duties of the Commission are found in Section 48-1116 and 48-1117 of the Nebraska Fair Employment Practice Act. The Commission also administers the Nebraska Equal Pay Act, the Fair Housing Act, the Act Prohibiting Unjust Discrimination in Employment because of Age, and the Act providing Equal Enjoyment of Public Accommodations.

Vision Statement:

The vision of the Nebraska Equal Opportunity Commission is the elimination of unlawful discriminatory practices in the state via effective case processing and public information activities.

Mission Statement:

The mission of the agency is to receive, investigate and make decisions on charges of unlawful employment, housing and public accommodations practices anywhere in the State of Nebraska. The agency principles include:

1. Dealing with all Neb. citizens in a respectful and timely manner;
2. Recognizing that government has a role to play in guaranteeing equal opportunity and treatment of all Nebraska citizens in employment, housing, and public accommodations arenas;
3. Ensuring accurate and up-to-date information is disseminated to the public;
4. Providing quality service to the public.

Goals:

1. Providing efficient and accurate services in the processing of formal charges of discrimination.
2. Reducing the average case processing time in order to provide quicker service to its citizens by holding Fact Finding conferences when practical, or by the use of alternative dispute resolution procedures.
3. Reducing the incidence of unlawful discrimination practices through education of the public by providing training for management employees, and sensitivity training for all employees and housing providers. The agency has also established a web site to support this goal.
4. Reviewing of architectural plans and the conducting of surveys or on site inspections of all covered property within the State of Nebraska for compliance with Fair Housing Act accessibility guidelines.

Financial Data:

	Actual FY00	Approp FY01	Request FY02	Recom FY02	Request FY03	Recom FY03
General Fund	1,262,210	1,359,717	1,394,582	1,019,810	1,403,517	1,079,720
Cash Fund	0	0	0	0	0	0
Federal Fund	772,132	746,512	886,468	1,180,369	887,889	1,214,998
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
Total Agency	2,034,342	2,106,229	2,281,050	2,200,179	2,291,406	2,294,718

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Program Objectives:

1. Providing efficient and accurate services in the processing of formal charges of discrimination.
2. Reducing the average case processing time in order to provide quicker service to its citizens by holding Fact Finding conferences when practical, and by the use of alternative dispute resolution procedures.
3. Reducing the incidence of unlawful discrimination practices through education of the public by setting up a website and by providing training for management employees, and sensitivity training for all employees and housing providers.
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Performance Measures:

	FY95 Act.	FY96 Act.	FY97 Act.	FY98 Act.	FY99 Act.	FY00 Act.	FY01 Est.	FY02 Est.
Intake	1055	1318	1875	1923	1627	1400	1500	1500
Closures	1141	1092	1305	1341	1718	1903	1950	1950
Pending	767	995	1562	2145	2057	1559	1109	809