

Agency 67 - Equal Opportunity Commission

Statutory Authority:

The Equal Opportunity Commission was created by the passage of LB 656 which created the Nebraska Fair Employment Practice Act, during the 1965 Legislative Session. The composition, structure, powers and duties of the Commission are found in Section 48-1116 and 48-1117 of this 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 on the Nebraska Equal Opportunity Commission is the elimination of unlawful discriminatory practices in the state via effective case processing and public education 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 occurring within the boundaries of 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 the employment, housing, and public accommodations arenas; 3) Ensuring accurate and up-to-date information is disseminated to the public; and, 4) Providing quality service to the public.

Goals:

Agency goals include:

- 1) Providing efficient and accurate services in the processing of formal charges of discrimination.
- 2) Maintaining, or when possible, reducing the average case processing time in order to provide more efficient service to its citizens.
- 3) Reducing the incidence of unlawful discrimination practices through education of the public by providing training for management employees and housing providers.
- 4) Reviewing 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.
- 5) Examining alleged National Origin discrimination in the meat-packing and other industries to determine if a class-based or "pattern and practice" type of action needs to be instituted.

Financial Data:

	Actual FY04	Approp FY05	Request FY06	Recom FY06	Request FY07	Recom FY07
General Fund	1,042,857	1,207,639	1,217,843	1,230,161	1,219,612	1,266,111
Cash Fund	0	0	0	0	0	0
Federal Fund	1,096,949	985,672	989,941	1,004,369	990,191	1,036,227
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
Total Agency	2,139,806	2,193,311	2,207,784	2,234,530	2,209,803	2,301,338

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Program Objectives:

- 1) Providing efficient and accurate services in the processing of formal charges of discrimination.
- 2) Maintaining the reduced average case processing time in order to provide better service to its citizens.
- 3) Reducing the incidence of unlawful discrimination practices through education of the public.
- 4) Reviewing 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.

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Performance Measures:

	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
Intake	1403	1430	1457	1337	1483	1500	1500	1500
Closures	1903	1818	1553	1313	1385	1400	1400	1400
Pending	1557	1169	1073	1097	1195	1295	1395	1495