

# Agency 067 - EQUAL OPPORTUNITY COMMISSION

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## **STATUTORY AUTHORITY:**

The Equal Opportunity Commission was created during the 1965 legislative session by the passage of LB656, the Nebraska Fair Employment Practice Act. 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 Equal Pay Act, the Fair Housing Act, the Age Discrimination Act and the Act Providing Equal Enjoyment of Public Accommodations.

## **VISION:**

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

## **MISSION AND PRINCIPLES:**

The mission of the Nebraska Equal Opportunity Commission is to receive, investigate and resolve charges of unlawful discrimination in the areas of employment, housing and public accommodation, within the State of Nebraska.

The NEOC's core values reflect a constant effort to improve the process and work more effectively. These values include:

1. working with all parties to a complaint in a respectful and timely manner;
2. recognizing that state government has a role to play in guaranteeing equal opportunity and treatment of all persons; and
3. ensuring accurate, timely information is disseminated to the public, so that unintentional acts of discrimination can be avoided.

## **GOALS:**

1. To provide technical assistance and intake to approximately 9,000 persons annually.
2. To resolve complaints of alleged discrimination through timely, thorough and neutral investigation.
3. To resolve cases through mediation and conciliation whenever practicable.
4. To complete investigations in 180 days or less (average from filing to closure), using a focused approach to analyzing complaints of discrimination.
5. To reduce the instances of perceived and/or real acts of discrimination by providing education and assistance to the general public; employers and housing providers.

# Agency 067 - EQUAL OPPORTUNITY COMMISSION

## Financial Data

	FY08 Actual	FY09 Approp	FY10 Request	FY10 Recomm	FY11 Request	FY11 Recomm
<b>Operations Funding</b>						
General Fund	1,278,422	1,373,311	1,472,307	1,373,311	1,495,412	1,373,311
Cash Fund	0	0	0	0	0	0
Federal Fund	677,937	666,236	706,268	685,886	719,825	697,831
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
<b>Total Operations</b>	<b>1,956,359</b>	<b>2,039,547</b>	<b>2,178,575</b>	<b>2,059,197</b>	<b>2,215,237</b>	<b>2,071,142</b>
<b>Aid Funding</b>						
General Fund	0	0	0	0	0	0
Cash Fund	0	0	0	0	0	0
Federal Fund	0	0	0	0	0	0
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
<b>Total Aid Funding</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Funding</b>						
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<b>Total Agency</b>	<b>1,956,359</b>	<b>2,039,547</b>	<b>2,178,575</b>	<b>2,059,197</b>	<b>2,215,237</b>	<b>2,071,142</b>

# Agency 067 - EQUAL OPPORTUNITY COMMISSION

## Program 059 - ENFORCEMENT OF STANDARDS

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**PROGRAM DESCRIPTION:**

The main focus of this program is to receive, investigate and resolve charges of discrimination in the areas of employment, housing and public accommodations.

**PROGRAM OBJECTIVES:**

1. To provide technical assistance and intake to approximately 9,000 persons annually.
2. To resolve complaints of alleged discrimination through timely, thorough and neutral investigation.
3. To resolve cases through mediation and conciliation whenever practicable.
4. To complete investigations in 180 days or less (average from filing to closure), using a focused approach to analyzing complaints of discrimination.
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**PERFORMANCE MEASURES:**

	FY 04-05	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10	FY 10-11
Intake	1507	1365	1166	1226	1290	1290	1290
Closures	1391	1337	1281	1288	1300	1300	1300
Pending	1311	1342	1228	1166	1156	1146	1136

**Agency 067 - EQUAL OPPORTUNITY COMMISSION**  
**Program 059 - ENFORCEMENT OF STANDARDS**

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**Financial Data**

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<b>Aid Funding</b>						
General Fund	0	0	0	0	0	0
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Federal Fund	0	0	0	0	0	0
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Other Fund	0	0	0	0	0	0
<b>Total Aid Funding</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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<b>Total Program</b>	<b>1,956,359</b>	<b>2,039,547</b>	<b>2,178,575</b>	<b>2,059,197</b>	<b>2,215,237</b>	<b>2,071,142</b>