

# Agency 067 - EQUAL OPPORTUNITY COMM

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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 § 48-1116 and 48-1117 of this act. The Commission also administers the Nebraska Age Discrimination in Employment Act, the Equal Pay Act of Nebraska, the Nebraska Fair Housing Act, and the portion of the Civil Rights Act of 1969 which provides 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.

The NEOC receives thousands of inquiries and requests each year to investigate alleged unlawful, discriminatory practices. The majority of these requests deal with employment and housing, with a lesser number of inquiries related to public accommodations. In addition to this, the agency handles a similar number of requests for information in these areas that do not result in charges being filed. The agency maintains a website that provides current information about the agency, our laws and rules and regulations.

[www.neoc.nebraska.gov](http://www.neoc.nebraska.gov)

## **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 accommodations within the State of Nebraska.

The NEOC's core values reflect a constant effort to improve our investigative process in order to do the best job possible.

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:**

The goals of the Nebraska Equal Opportunity Commission are:

- 1) To provide technical assistance and intake to approximately 5,000 persons annually
- 2) To resolve complaints of alleged discrimination through timely, thorough and neutral investigation
- 3) To resolve cases through the ADR program, or conciliation, whenever practicable
- 4) To complete investigations in 200 days or less (average time from filing to determination) using a focused approach analyzing filed complaints
- 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 COMM

### Financial Data

	FY14 Actual	FY15 Approp	FY16 Request	FY16 Recomm	FY17 Request	FY17 Recomm
<b>Operations Funding</b>						
General Fund	1,033,881	1,186,439	1,164,099	1,185,011	1,217,998	1,222,238
Cash Fund	0	0	0	0	0	0
Federal Fund	681,226	698,586	688,586	700,851	688,586	706,035
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
<b>Total Operations</b>	<b>1,715,106</b>	<b>1,885,025</b>	<b>1,852,685</b>	<b>1,885,862</b>	<b>1,906,584</b>	<b>1,928,273</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>1,715,106</b>	<b>1,885,025</b>	<b>1,852,685</b>	<b>1,885,862</b>	<b>1,906,584</b>	<b>1,928,273</b>

# Agency 067 - EQUAL OPPORTUNITY COMM

## 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. In addition to this purpose, the NEOC is charged with educating the public about these statutes in an effort to reduce the occurrence of discrimination in these areas.

### **PROGRAM OBJECTIVES:**

1. To provide technical assistance and intake to approximately 5,000 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 200 days or less (average from filing to determination) 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.

Because this agency implements only one program, the goals for the program are identical to the goals for the agency.

### **PERFORMANCE MEASURES:**

The following information represents the number of cases received and processed, and a future estimate.

	<b>FY 11-12</b>	<b>FY 12-13</b>	<b>FY 13-14</b>	<b>*FY 14-15</b>	<b>*FY 15-16</b>
Intake	911	975	1,017	1,000	1,000
Closures	1,042	1,157	972	1,000	1,000
Pending	721	539	584	584	584

\*Estimated numbers

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**Program 059 - ENFORCEMENT OF STANDARDS**

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**Financial Data**

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<b>Total Program</b>	<b>1,715,106</b>	<b>1,885,025</b>	<b>1,852,685</b>	<b>1,885,862</b>	<b>1,906,584</b>	<b>1,928,273</b>