

# 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 Neb Rev Statutes 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 small 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, the laws and rules and regulations the NEOC enforces: [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 Commission'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.
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. Provide technical assistance and intake to several thousand persons annually.
2. Resolve complaints of alleged discrimination through timely, thorough and neutral investigations.
3. Resolve cases through the ADR (alternative dispute resolution) program or conciliation when practicable.
4. Complete investigations in 200 days or less (average time from filing to initial determination) using a focused approach to analyzing file complaints.
5. Reduce the instances of perceived and/or real acts of discrimination by providing education and assistance to the general public, employers and housing providers.

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## Financial Data

	FY18 Actual	FY19 Approp	FY20 Request	FY20 Recomm	FY21 Request	FY21 Recomm
<b>Operations Funding</b>						
General Fund	1,118,939	1,260,357	1,295,791	1,296,674	1,312,304	1,328,306
Cash Fund	0	0	0	0	0	0
Federal Fund	726,226	836,991	777,624	756,640	778,487	749,369
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
<b>Total Operations</b>	<b>1,845,166</b>	<b>2,097,348</b>	<b>2,073,415</b>	<b>2,053,314</b>	<b>2,090,791</b>	<b>2,077,675</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>						
General Fund	1,118,939	1,260,357	1,295,791	1,296,674	1,312,304	1,328,306
Cash Fund	0	0	0	0	0	0
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Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
<b>Total Agency</b>	<b>1,845,166</b>	<b>2,097,348</b>	<b>2,073,415</b>	<b>2,053,314</b>	<b>2,090,791</b>	<b>2,077,675</b>