



Human Relations Commission Description

Establishment and Membership:

To assist in the elimination of discrimination in Whitestown, there is hereby created a Commission to be known as the Whitestown Human Relations Commission.

The Commission shall consist of five (5) members, not more than three (3) of whom may be members of the same political party. The members shall be appointed by the Town Council President with the approval of the Town Council.

Initial terms shall be staggered such that two (2) Commissioners shall be appointed for an initial term of three (3) years, two (2) Commissioners shall be appointed for an initial term of two (2) years, and one (1) Commissioner shall be appointed for an initial term of one (1) year, and until a successor has been appointed and qualified.

All subsequent terms shall be for a period of three (3) years and until a successor has been appointed and qualified.

All members of the Commission shall be residents of Whitestown, or a property owner within Whitestown and who also resides within Boone County. Appointments should be made in a manner that promotes that the Commission membership is broadly representative of the community in regard to race, religion, beliefs, national origin, gender, background, and/or abilities.

Members of the Commission serve at the pleasure of the Town Council, and may be removed for any reason that the Town Council considers appropriate in its discretion.

Officers:

The Commissioners shall elect one of its members to serve as Chairman, and may also elect such other officers from its membership as the Commission deems appropriate.

The Town Council shall appoint an Executive Director for the Commission, which may but is not required to be an employee of the Town in other capacities. The Commission may appoint the Executive Director or higher designee to serve as Secretary to the Commission. In such an event, the Executive Director/Commission Secretary shall not be required to meet the qualifications for membership on the Commission, and shall not be compensated for the services as Commission Secretary other than the salary established for the position of Executive Director by the Town Council.

Powers and Duties:

The Commission shall have only those powers which are conferred herein and which are permitted to be exercised by a Human Relations Commission under the applicable provisions of Indiana law, including the power to:

Investigate and conciliate complaints of prejudice or discriminatory practices;

Subpoena and compel the attendance of witnesses or production of pertinent documents and records;

Administer oaths and examine witnesses;

Make findings and recommendations;

Institute actions for appropriate legal or equitable relief in a circuit or superior court;

Refer to the appropriate governmental entity those complaints which cannot be conciliated by the Commission;

Employ other staff personnel as approved by the Town Council;

Adopt rules and regulations to conduct its business and its meetings; and

Conduct programs and activities to carry out the purposes of the Whitestown Human Relations Commission provided for in this Ordinance within the Whitestown community.

The Commission shall hold regular meetings, and other meeting as called by the elected Chairman or three (3) Commissioners.

The Commission shall endeavor to keep itself fully informed concerning the studies and findings of private organizations with respect to the practices falling within the Commission's purpose.

The Commission shall render an annual report of its activities to the Town Council, and shall render such other additional reports as the Town Council may from time to time request. The reports should describe the investigations and conciliation proceedings it has conducted, the outcome of such proceedings, the progress made and any other work performed, and achievement toward the elimination of discrimination.

Responsibilities:

The Commission is charged to study the relationship between persons of various races, sexes, creeds, abilities and nationalities within the Town and to advise and assist the various Town departments in matters involving relationships between such groups to the end that prejudice, intolerance, bigotry, and discrimination will be eliminated in Whitestown;

The Commission is charged to identify and recommend ways to eliminate discrimination based upon race, religion, beliefs, color, sex, sexual orientation, disability, national origin, ancestry, or veteran status in education, employment, public accommodations and housing;

The Commission is charged to study, investigate and recommend action in regard to any condition having an adverse effect upon relations between persons of various races, genders, creeds, abilities and nationalities;

The Commission is charged to institute and conduct educational and other programs intended to promote the equal rights and opportunities of all persons;

The Commission is charged to solicit the cooperation of the various racial, ethnic, disability, rights, and religious groups within the community in order to improve the quality of communications and understanding within the community; and

The Commission is charged to stimulate private and governmental departments and agencies to develop and foster meaningful programs in support of the objectives and purposes of the Whitestown Human Relations Commission.