

# 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 Section 48-1116 and 48-1117 of this act. The Commission also administers the Nebraska Age Discrimination in Employment Act, the Equal Pay Act, the Fair Housing Act, and the 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.

## **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 our 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 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 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 COMM

### Financial Data

|                                 | FY10 Actual      | FY11 Approp      | FY12 Request     | FY12 Recomm      | FY13 Request     | FY13 Recomm      |
|---------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Operations Funding</b>       |                  |                  |                  |                  |                  |                  |
| General Fund                    | 1,216,032        | 1,276,113        | 1,250,629        | 1,152,618        | 1,250,629        | 1,178,277        |
| Cash Fund                       | 0                | 0                | 0                | 0                | 0                | 0                |
| Federal Fund                    | 712,854          | 811,886          | 807,886          | 677,810          | 807,886          | 677,810          |
| Revolving Fund                  | 0                | 0                | 0                | 0                | 0                | 0                |
| Other Fund                      | 0                | 0                | 0                | 0                | 0                | 0                |
| <b>Total Operations Funding</b> | <b>1,928,887</b> | <b>2,087,999</b> | <b>2,058,515</b> | <b>1,830,428</b> | <b>2,058,515</b> | <b>1,856,087</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                    | 1,216,032        | 1,276,113        | 1,250,629        | 1,152,618        | 1,250,629        | 1,178,277        |
| Cash Fund                       | 0                | 0                | 0                | 0                | 0                | 0                |
| Federal Fund                    | 712,854          | 811,886          | 807,886          | 677,810          | 807,886          | 677,810          |
| Revolving Fund                  | 0                | 0                | 0                | 0                | 0                | 0                |
| Other Fund                      | 0                | 0                | 0                | 0                | 0                | 0                |
| <b>Total Agency</b>             | <b>1,928,887</b> | <b>2,087,999</b> | <b>2,058,515</b> | <b>1,830,428</b> | <b>2,058,515</b> | <b>1,856,087</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.

### **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 270 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.

### **PERFORMANCE MEASURES:**

|          | Actual<br>FY 06-07 | Actual<br>FY 07-08 | Actual<br>FY 08-09 | Actual<br>FY 09-10 | Estimate<br>FY 10-11 | Estimate<br>FY 11-12 | Estimate<br>FY 12-13 |
|----------|--------------------|--------------------|--------------------|--------------------|----------------------|----------------------|----------------------|
| Intake   | 1,166              | 1,226              | 1,374              | 1,225              | 1,200                | 1,200                | 1,200                |
| Closures | 1,281              | 1,288              | 1,330              | 1,408              | 1,100                | 1,100                | 1,100                |
| Pending  | 1,228              | 1,166              | 1,210              | 1,027              | 1,127                | 1,227                | 1,327                |

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

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**Financial Data**

|                                 | <b>FY10 Actual</b> | <b>FY11 Approp</b> | <b>FY12 Request</b> | <b>FY12 Recomm</b> | <b>FY13 Request</b> | <b>FY13 Recomm</b> |
|---------------------------------|--------------------|--------------------|---------------------|--------------------|---------------------|--------------------|
| <b>Operations Funding</b>       |                    |                    |                     |                    |                     |                    |
| General Fund                    | 1,216,032          | 1,276,113          | 1,250,629           | 1,152,618          | 1,250,629           | 1,178,277          |
| Cash Fund                       | 0                  | 0                  | 0                   | 0                  | 0                   | 0                  |
| Federal Fund                    | 712,854            | 811,886            | 807,886             | 677,810            | 807,886             | 677,810            |
| Revolving Fund                  | 0                  | 0                  | 0                   | 0                  | 0                   | 0                  |
| Other Fund                      | 0                  | 0                  | 0                   | 0                  | 0                   | 0                  |
| <b>Total Operations Funding</b> | <b>1,928,887</b>   | <b>2,087,999</b>   | <b>2,058,515</b>    | <b>1,830,428</b>   | <b>2,058,515</b>    | <b>1,856,087</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                    | 1,216,032          | 1,276,113          | 1,250,629           | 1,152,618          | 1,250,629           | 1,178,277          |
| Cash Fund                       | 0                  | 0                  | 0                   | 0                  | 0                   | 0                  |
| Federal Fund                    | 712,854            | 811,886            | 807,886             | 677,810            | 807,886             | 677,810            |
| Revolving Fund                  | 0                  | 0                  | 0                   | 0                  | 0                   | 0                  |
| Other Fund                      | 0                  | 0                  | 0                   | 0                  | 0                   | 0                  |
| <b>Total Program</b>            | <b>1,928,887</b>   | <b>2,087,999</b>   | <b>2,058,515</b>    | <b>1,830,428</b>   | <b>2,058,515</b>    | <b>1,856,087</b>   |