

Agency 067 - EQUAL OPPORTUNITY COMM

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 270 days or less (average time 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.

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Financial Data

	FY12 Actual	FY13 Approp	FY14 Request	FY14 Recomm	FY15 Request	FY15 Recomm
Operations Funding						
General Fund	1,109,476	1,178,277	1,153,625	1,180,939	1,153,625	1,209,630
Cash Fund	0	0	0	0	0	0
Federal Fund	604,448	677,810	677,810	677,810	677,810	677,810
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
Total Operations	1,713,924	1,856,087	1,831,435	1,858,749	1,831,435	1,887,440
Aid Funding						
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
Total Aid Funding	0	0	0	0	0	0
Total Funding						
General Fund	1,109,476	1,178,277	1,153,625	1,180,939	1,153,625	1,209,630
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Federal Fund	604,448	677,810	677,810	677,810	677,810	677,810
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Total Agency	1,713,924	1,856,087	1,831,435	1,858,749	1,831,435	1,887,440

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Program 059 - ENFORCEMENT OF STANDARDS

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:

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PERFORMANCE MEASURES:

Following is information regarding the number of cases received and processed, and a future estimate:

	FY 09-10	FY 10-11	FY 11-12	FY 12-13*	FY 13-14*
Intake	1,015	1,025	911	1,000	1,000
Closures	1,412	987	1,042	1,000	1,000
Pending	814	852	721	721	721

* Estimated numbers

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