



COMMONWEALTH of VIRGINIA

Viola O. Baskerville
Secretary of Administration

Human Rights Council

Sandra D. Norman
Director

September 29, 2006

Governor's Confidential Working Papers

MEMORANDUM

TO: The Honorable Timothy M. Kaine, Governor
Members, General Assembly

THRU: The Honorable Viola O. Baskerville, ^{VOB/HF}
Secretary of Administration

FROM: Sandra D. Norman, Director

SUBJECT: HB 110 Report

Pursuant to House Bill 110, passed by the Virginia General Assembly in the 2006 Session, the Human Rights council (HRC) submits this report of its progress for addressing the impact of the aging of the population.

Summary

Human Rights Council

During the 1987 General Assembly Session, the Human Rights Council (HRC) was created by the Virginia Human Rights Act (1987 General Assembly: Senate Bill 666) and empowered to enforce the policy of the Commonwealth to safeguard individuals from unlawful discriminatory practices. It is the purpose of the Council to safeguard all individuals within the Commonwealth from unlawful discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth and/or related medical conditions, and disability in places of public accommodation, including educational institutions, in real estate transactions and employment.

- 1) To the extent such data is available, the number of persons who received services from the agency in the past fiscal year who fell into each of the following age ranges: 65-74; 75-84; and 85 and older. If the agency can provide data that compares such numbers to numbers of senior citizens served in the past, please do so. If the agency lacks specific information about the numbers of senior citizens it serves, but has other evidence indicating that it is serving more or fewer senior citizens than it has in the past, please describe the basis for that estimation.

HRC does not track the ages of citizens who file complaints with the agency. However, HRC services are used by individuals who file age related employment complaints, as well as, disability related complaints against places of public accommodation.

- 2) Identify the agency services that are utilized by senior citizens 65 and older in significant numbers. Indicate whether the agency has the capacity at present to serve all interested seniors or whether the demand for certain services exceeds the agency's capacity. If so, does the agency maintain waiting lists for services?

The Human Rights Council (Council) is the state's agency charged with receiving and investigating complaints of alleged discriminatory practices in employment, educational institutions and places of public accommodation. While the agency does not provide direct services to Virginians age 65 and older, the Council has jurisdiction over the Age Discrimination in Employment Act which covers persons forty years and older. The Council does receive age discrimination complaints in employment from this targeted age group, as well as, complaints filed on other protected bases such as race, and disability. .

Human Rights Council

- 3) Identify current agency programs, specifically designed to serve seniors 65 and older, that fall into any of the following six categories: Health Care/Wellness; Education; Public Safety; Recreation; Financial Security (including Housing); and Transportation.

HRC does not offer any programs specifically tailored for seniors 65 and older. However, HRC does serve as a worksite for organizations like the American Association for Retired Persons (AARP) Senior Community Service Employment Program. This program allows seniors an opportunity to display and enhance workplace skills, which contribute to the senior's financial security.

4. Identify the extent to which your agency provides "consumer-oriented" publications and websites online that are designed to be "senior-friendly." If the information you currently provide is not readily accessible to seniors, identify any steps your agency is taking to improve accessibility.

HRC does not provide any publications that are specifically designed to be senior-friendly. However, HRC has attempted to make all publications accessible to citizens by responding timely to all telephone, email, and written requests. Additionally, HRC is working to expand its website at www.chr.virginia.gov by posting agency publications.

5. Describe any other services or programs that the agency has implemented or plans to implement in the future to address the impact of the aging of Virginia's population.

HRC will continue to promote awareness of HRC services among the citizens and visitors of the Commonwealth which includes individuals over the age of 65. Additionally, HRC will continue to seek partnerships with agencies that specifically assist persons who are 65 and older.