

# ALASKA STATE COMMISSION FOR HUMAN RIGHTS

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Executive Director



Office of the Governor  
COMMISSION FOR HUMAN  
RIGHTS

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[www.humanrights.alaska.gov](http://www.humanrights.alaska.gov)

# WHO WE ARE

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**The Alaska State Commission for Human Rights is the state agency that enforces the Alaska Human Rights Law, AS 18.80.**

**The Commission consists of seven commissioners appointed by the Governor and confirmed by the Legislature.**

**The Commission employs a staff and maintains an office in Anchorage.**

**The Commission has statewide powers, and accepts and investigates complaints from individuals across all regions of the state.**



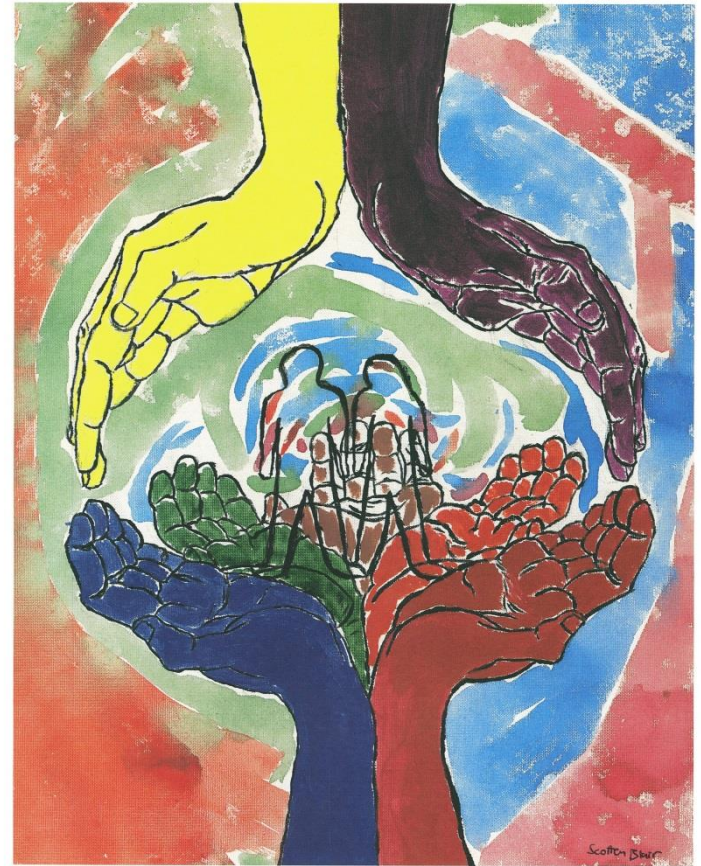
## **MISSION**

To eliminate and prevent  
discrimination for all Alaskans

## **VISION**

An Alaska free of discrimination

**SUPPORT HUMAN RIGHTS**



**END DISCRIMINATION IN ALASKA**



# THE COMMISSION STAFF:

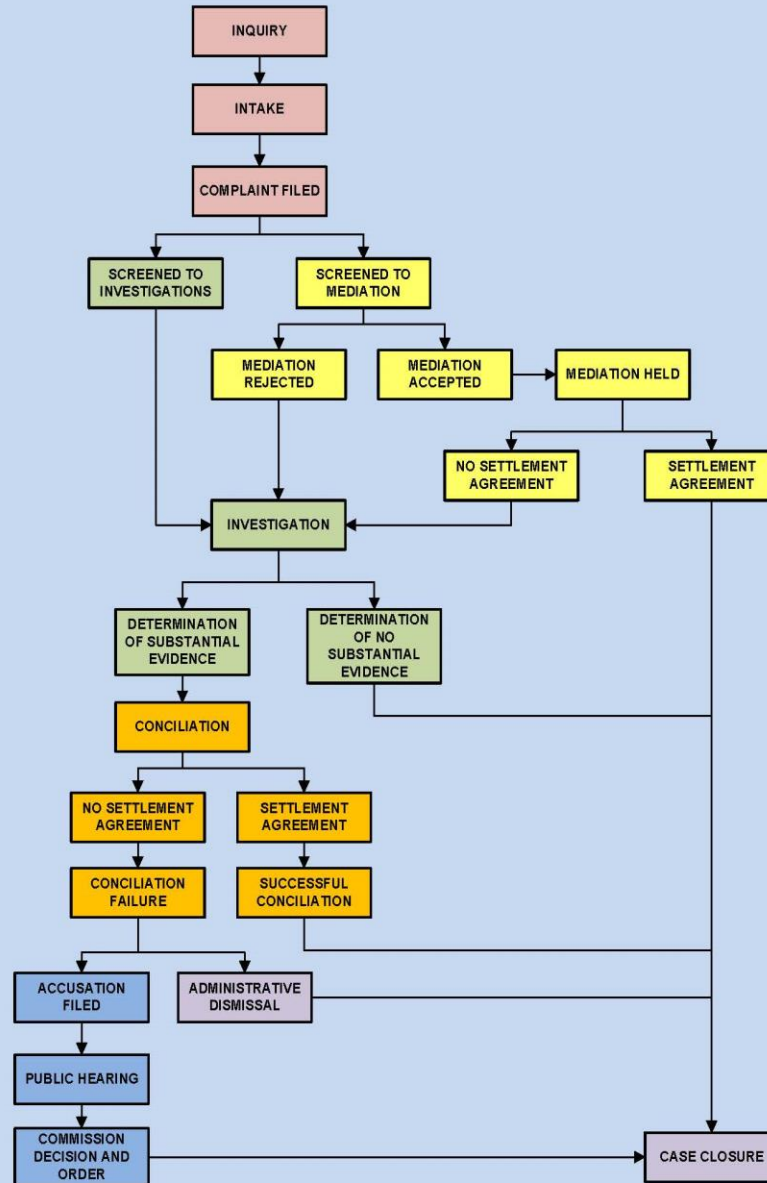
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- **Accepts** complaints of discrimination from persons alleging violations of Alaska Human Rights Law;
- **Investigates** complaints in a fair and impartial manner;
- **Attempts** early settlement of complaints whenever possible;
- **Dismisses** complaints when no violation of Alaska Human Rights Law has occurred;
- **Conciliates** complaints when Alaska Human Rights Law has been violated;
- **Presents** cases at public hearing before the Commission where investigation has found substantial evidence that discrimination occurred;
- **Gives** technical assistance and advice on Alaska Human Rights Law; and
- **Conducts** workshops and training for employers, unions, landlords, businesses, and others who must comply with the Alaska Human Rights Law.



# ALASKA STATE COMMISSION FOR HUMAN RIGHTS

## Complaint Resolution Process



# ALASKA STATUTE 18.80

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In Alaska, it is illegal to discriminate in:

- Employment
- Places of Public Accommodation
- Sale or Rental of Real Property
- Financing and Credit
- Practices by the State or its Political Subdivisions



# ALASKA STATUTE 18.80

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On the basis of:

- Race
- Color
- Religion
- Sex
- National Origin
- Physical or Mental Disability



# ALASKA STATUTE 18.80

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And in some instances  
because of:

- Age
- Marital Status
- Changes in Marital Status
- Pregnancy
- Parenthood





# DISPARATE TREATMENT

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- One form of illegal employment discrimination
- An employee alleges that he or she was treated differently than other employees in similar positions
- Because of a protected trait
  - Female employee paid less than male employee
  - Background checks only on applicants of certain races
- Can employer show other reasons for the decision?



# HARASSMENT

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Unwelcome conduct based on a protected class *may* be discrimination.

## Verbal examples:

- Mimicking accents/manners of speech
- Jokes
- Stereotype commentary
- Slurs
- Sexual innuendos, jokes, stories

## Non-verbal examples:

- Staring
- Blocking path
- Suggestive gestures
- Photos/cartoons
- Blowing kisses
- Standing too close



# HARASSMENT

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- A supervisor, co-worker or non-employee can commit harassment
- Nothing tangible about the individual's job need be affected
- Key issues are frequency and severity (harassment can be subtle)



# RETALIATION

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**Taking an adverse action against a person for opposing what the employee believes is discriminatory, for filing a complaint under the Alaska Human Rights Law, or for assisting the Alaska Human Rights Commission in an investigation is illegal.**

Examples of Adverse Actions:

- Terminating employment
- Increased workload
- Withholding or denial of benefits
- Undesirable assignments
- Negative job reference



# PROPOSED 2018 REGULATION UPDATE

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- “Persons,” rather than “individuals”
- 300 days to file complaint (from date of harm)
- Conciliation records are confidential and may not be disclosed
- Executive Director may reopen a case for reconsideration within 30 days of closure



# PROPOSED 2018 REGULATION UPDATE

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## Service Animals

- Dog or miniature horse that is trained to do work or perform tasks for an individual with a disability, or
- Any animal that alerts a person with a disability to the present impairment of a vital function which is a condition of the individual's disability, and whose ability to alert is verified in writing by a licensed health care provider who has conducted a physical examination of the individual in person



# PROPOSED 2018 REGULATION UPDATE

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## Service Animals

- Emotional support animals are not service animals
- No certification/registration required (if alert animal, may have to produce verification)
- Individual with a disability shall be permitted to be accompanied by his/her service animal in all areas of public accommodation where the public is allowed.
- Also applies to state services, as well as sale, lease, rental, or use of real property
- Service-animals-in-training receive same protections



**What is your experience  
with discrimination?**

**What was your response  
to this experience?**

**Do you think there are  
sufficient resources  
available to prevent or  
correct discrimination?**





**Do you feel included in  
the community?**

**Do you think Alaska is a  
welcoming place?**

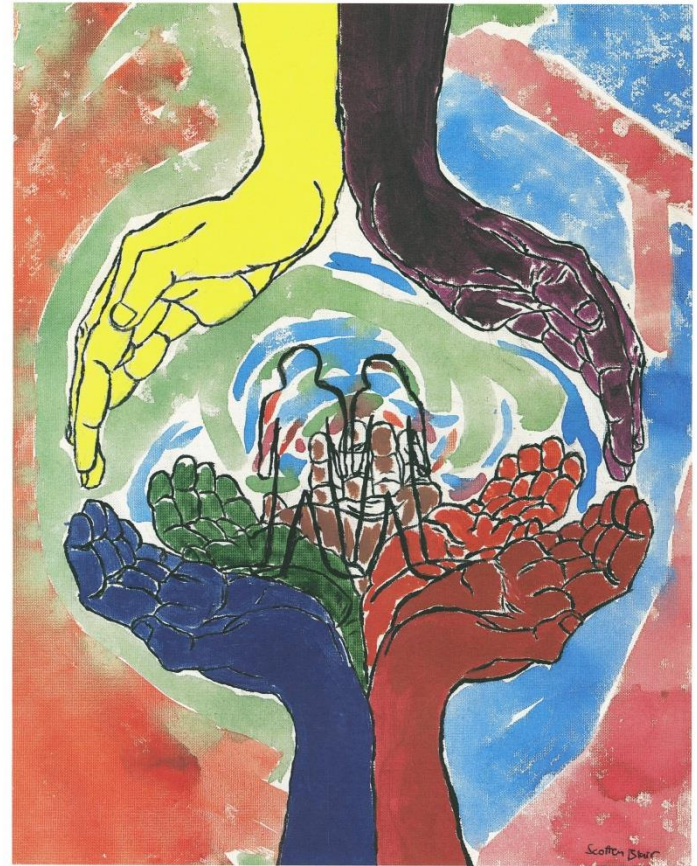


# Thank you!

Investigations:  
800-478-4692  
907-274-4692

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END DISCRIMINATION IN ALASKA

