Town of Boone
Human Relations Commission
6:00 PM, May 21, 2025
Town Council Chambers

1. **Call to Order**
2. **Moment of Silence**
3. **Tentative Agenda Adoption**
4. **Announcement of HRC Vacancies**
5. **Public Comment**
6. **Consent Agenda**

   April 16th Human Relations Commission Draft Meeting Minutes Approval
7. **Pride Month Discussion**
8. **Online Complaint Form Discussion**

   Human Relations Commission Draft Online Complaint From For Review and Potential Approval
9. **Disability Pride Event**
10. **Learn How Local Government Works Event**
11. **Work Session**
12. **Adjournment**

Town Of Boone
AGENDA ITEM ACTION REQUEST

This form must be completed and attached to all supporting documentation for items to be included in the Town of Boone Council agenda. One (1) form per agenda item.

Submitted By: Laney Wise

Department: Administration

Contact Phone #

Date Submitted:

Email:

Date of Council Meeting to Consider this Item: May 21, 2025

Council Action Requested: Approval

Title: April 16th Human Relations Commission Draft Meeting Minutes

Summary of Information:

HRC Meeting, April 16, 2025

Members Present: Todd Carter, Tori Rodriguez, Kirstin Morgan, Trevor Moody, Joanne Puliatti, Drew Finley, Sean Morris

- Meeting began at 6:21pm
- Goals and objectives
    - Education event in July on ADA proposed by Sean
        - Partner with Watauga Opportunities
        - Title IX Department at App
        - Project on Aging
        - WAMY
        - High Country Legal Aid
    - Tori brought up having an event for Hispanic Heritage month (Sep or Oct)
        - Could partner with many of the same agencies listed above
- Learn How Local Government Works event
    - Goals
        - Provide a basic overview of the functions and limitations of local government within the bounds of state and federal law
            - What local govt can and cannot control
            - Role of local govt in relation to local businesses, individuals, the university, and visitors
        - Outline ways people can contact and share thoughts with local government
        - Answer questions about how local government functions and hear from citizens and communities on how they would like to connect with their local government
    - HRC is tasked to "promote and improve human relations and equity among all citizens in the town. The Commission will work with town government and partner with communities and outside agencies in an effort to encourage and ensure diversity, fairness, equity and inclusion throughout the town."
        - This event would promote equity in citizen understanding of and access to local government
        - It would also promote connections between elected officials and citizens, thus promoting future partnerships with communities
    - Who involved?
        - Local representatives from town and county
        - Faculty from App – public administration, political science, others?
    - *Need to develop specific plan; look for events done already other places*

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Submitted By: Laney Wise

Department: Administration

Contact Phone #

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Date of Council Meeting to Consider this Item: May 21, 2025

Council Action Requested: For Review and Potential Approval

Title: Human Relations Commission Draft Online Complaint From

Summary of Information:

Human Relations Commission

Proposed Framework for Online Complaint Form

Background

Chapter 39 of the Code of Ordinances of the Town of Boone outlines the powers and duties of the Town's Human Relations Commission. Chapter 39.03 (H) states that the Commission has the power to "accept, investigate, and seek voluntary conciliation of complaints of alleged violations of Chapter 38 of the Town Code."

This agenda item is a proposed framework for an online form for the Commission to receive complaints alleging violations of the Town's Nondiscrimination Ordinance (Chapter 38 of the Town Code).

Chapter 38.02 defines discrimination as any difference in treatment based on a protected class as defined below:

- EMPLOYER. Any person employing one or more persons within the town and any person acting in the interest of an employer, directly or indirectly, including an employment agency. EMPLOYER shall include the town and any town contractor.
- GENDER IDENTITY or EXPRESSION. Having or being perceived as having gender-related identity, expression, appearance, or behavior, whether or not that identity, expression, appearance, or behavior is different from that traditionally associated with the sex assigned to that individual at birth.
- PROTECTED CLASS. Race, natural hair or hairstyles, ethnicity, creed, color, sex, pregnancy, marital or familial status, sexual orientation, gender identity or expression, national origin or ancestry, National Guard or veteran status, religious belief or non-belief, age, or disability.
- PROTECTED HAIRSTYLE. Any hairstyle, hair type, or hair texture historically associated with race such as, but not limited to, braids, locks, twists, tight coils or curls, cornrows, Bantu knots and afros.
- PUBLIC ACCOMMODATION. Any place, facility, store or other establishment which supplies accommodations, goods, or services to the public or which solicits or accepts the patronage or trade of the public.

Persons alleging violations of the Town's Nondiscrimination Ordinance must therefore demonstrate that the violation in question is covered by this definition.

Drew Finley, Vice Chair

May 18, 2025

Proposed Framework for Online Complaint Form

To ensure clarity and conformity with the Town Code, I propose that the online complaint form be structured in accordance with the definition of discrimination outlined above. I have included proposed language for the form below:

Thank you for submitting your complaint to the Town of Boone. This complaint will be investigated by the Town's Human Relations Commission.

1. *Did the violation you are alleging occur within the Town of Boone?*
    - *Yes*
    - *No*
2. *When did the violation you are alleging occur?*
    - *Month*
    - *Year*
3. *Please describe the violation, being as specific as possible*
    - *Free response text box*
4. *I believe this violation represents discrimination on the basis of (please select all that apply):*
    - *Race*
    - *Ethnicity*
    - *Sex*
    - *Age*
    - *Disability*
    - *Marital or familial status*
    - *Pregnancy*
    - *Sexual orientation*
    - *Gender identity or expression*
    - *National origin or ancestry*
    - *Veteran status*
    - *Religious belief or non-belief*
    - *Protected hairstyle*