

## **Rule 1: Organization and Method of Operations.**

1.01 **Organization.** Chapter 28-5, Chapter 28-5.1, Chapter 34-37, Chapter 11-24, Chapter 42-87, Chapter 40-9.1 and Sections 23-6-22 - 23-6-23 of the General Laws of Rhode Island establish the Rhode Island Commission for Human Rights and set forth its makeup, manner of appointment, jurisdiction, procedures and powers.

1.02 **Function.** It is the function of the Commission pursuant to the law to enforce the General Laws of Rhode Island, Title 28, Chapter 5; Title 28, Chapter 5.1; Title 34, Chapter 37; Title 11, Chapter 24; Title 42, Chapter 87; Title 40, Chapter 9.1 and Title 23, Chapter 6, Sections 22 - 23 which prohibit discrimination because of:

A) Race, color, religion, country of ancestral origin, disability, sex, sexual orientation, gender identity or expression, or age (at least 40 years of age) in the field of employment;

B) Race, color, association (housing and housing-related credit only), religion, sex, sexual orientation, gender identity or expression, marital status, familial status, country of ancestral origin, disability or age (over eighteen years) in the field of housing and credit;

C) Race, color, religion, country of ancestral origin, disability, sex, sexual orientation, gender identity or expression, or age (over eighteen years) in the field of public accommodations;

D) Disability with respect to any entity doing business in the state, exclusion from participation in or denial of benefits of any program, activity or service of, or by any person or entity regulated by the state, or having received financial assistance from the state (except for complaints concerning the physical inaccessibility of buildings and structures and complaints in the area of elementary and secondary education);

E) A positive HIV test result, or perception of same, in the fields of housing, employment, credit, public accommodations or delivery of services;

F) The presence of a personal assistive animal accompanying a person with disabilities or accompanying a trainer or puppy raiser of a personal assistive animal in the area of housing and public accommodations;

G) Making a charge of discrimination, testifying or assisting in any manner in any investigation, proceeding, or hearing under the anti-discrimination laws enforced by the Commission;

and to perform such other duties as may from time to time be delegated to it by law.

1.03 **Method of Operations.** The Commission receives charges of discrimination, investigates the allegations and endeavors to eliminate unlawful practices by informal methods of conference, conciliation and persuasion. When informal methods do not resolve a charge or complaint, the Commission conducts hearings on the complaint. When the Commission finds a violation, after hearing, it issues an order requiring a respondent to cease and desist from any unlawful practices and to take affirmative or other action as will effectuate the purposes of the law. When the Commission determines that the respondent has not engaged in any unlawful practices, it shall dismiss the complaint against the respondent in an order served on the parties.

1.04 **Meetings.** The Commission shall meet at least monthly at such time or times as may be established by the Commission. The Chairman of the Commission may, and upon the written request of any two members of the Commission shall, call special meetings of the Commission. Subject to the provisions of these rules governing hearings, any business of the Commission may be transacted at any meetings, regular or special. Notice of each meeting shall be mailed to the members of the Commission not less than five days before the date thereof by the Chairman, or at his direction by any employee of the Commission, or by any two members of the Commission; provided that a lesser notice (but not less than 24 hours) may be given by telephone or telegraph upon a determination by the Chairman that urgent need exists for a meeting of the Commission. The Commission shall post written public notice of its meetings at Commission Headquarters and in another prominent public place.