

48

New Hampshire Commission for Human Rights

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CHRISTIAN KIM, CHAIR
NANCY LEROY
BASRA MOHAMED
ELIZABETH ASCH
ADRIENNE EVANS
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MICHELLE MARTIN

INTAKE COORDINATOR
TASHAWN BAKER

PARALEGAL
MINGYI BI

ADMINISTRATIVE ASSISTANT
ELLEN COURTEMANCHE

October 11, 2024

His Excellency, Governor Christopher T. Sununu
and the Honorable Executive Council
State House
Concord, NH 03301

REQUESTED ACTION

Pursuant to RSA 354-A:5, X, authorize the acceptance of the Human Rights Commission's Biennial Report for the period of July 1, 2021 through June 30, 2023, effective upon Governor and Council approval.

EXPLANATION

Attached, please find copies of the Biennial Report for the Human Rights Commission for the 2022-2023 Biennium as required by law. This report contains information summarizing the operations, outreach activities, and statistics of the Human Rights Commission.

Respectfully submitted,

Handwritten signature of Katrina E. Taylor in cursive.

Katrina E. Taylor
Acting Executive Director

**STATE OF NEW HAMPSHIRE
COMMISSION FOR HUMAN RIGHTS**



BIENNIAL REPORT

2022-2023

July 1, 2021 - June 30, 2023

Pursuant to RSA 354-A:5-X

NH COMMISSION FOR HUMAN RIGHTS
57 REGIONAL DRIVE—SUITE 8
CONCORD NH 03301
603-271-2767
<https://www.nh.gov/hrc>

His Excellency, Governor

Christopher T. Sununu

Executive Councilors

Hon. Joseph D. Kenney
District 1

Hon. Cinde Warmington
District 2

Hon. Janet Stevens
District 3

Hon. Theodore L. Gatsas
District 4

Hon. David K. Wheeler
District 5



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April 1, 2024

His Excellency,
Governor Christopher T. Sununu
And Honorable Council

Dear Governor Sununu and Honorable Councilors,

It is my pleasure to present the 2022-2023 biennial report for the New Hampshire Commission for Human Rights ("NHCHR"). This report is intended to provide readers with essential information on the agency's operations, including charge intake, investigation, administrative hearings and case dispositions. In addition, this report offers an update on education/outreach efforts and highlights legislative updates and activity. Despite staffing challenges, the agency continued to realize significant achievements during the 2022-2023 biennium. The agency received additional federal revenues throughout the biennium as part of outreach collaboration efforts with the Equal Employment Opportunity Commission.

I hope that you find the enclosed informative and helpful as you contemplate the resources to be devoted to this vital agency in the future. I thank you for your continued support of the NHCHR.

Ahni Malachi
Sincerely,

Ahni Malachi
Executive Director

The New Hampshire Commission for Human Rights (“NHCHR”) is a state agency established by RSA 354-A for the purpose of enforcement of the law against discrimination in employment, places of public accommodation, public education and the sale or rental of housing or commercial property, because of **age, sex (includes pregnancy), sexual orientation, gender identity, race, creed, color, marital status, familial status, physical or mental disability or national origin.** The Commission has the power to receive, investigate and make findings on complaints of illegal discrimination and to hold public hearings. In addition, the Commission is committed to eliminating discrimination through outreach, training, research and education. The Commission consists of 7 commissioners with the powers and authority described in RSA 354-A:5. The Commissioners are appointed by the Governor, with the consent of the Executive Council, for terms of five years. The Commissioners meet on the first Thursday of each month.

COMMISSIONERS

Christian Kim - Chair
Hillsborough, New Hampshire
03/25/2020 - 01/01/2023

Douglas J. Palardy
New Castle, New Hampshire
02/07/2018 - 01/01/2023

Nancy G. LeRoy
Laconia, New Hampshire
12/19/2018 - 11/01/2023

Basra Mohamed, Esq.
Manchester, New Hampshire
03/25/2020 - 11/01/2024

Elizabeth A. Asch
Hanover, New Hampshire
05/05/2021 – 11/01/2025

Adrienne Evans
Concord, New Hampshire
05/04/2022 – 11/01/2026

Melissa Moriarty
Manchester, New Hampshire
02/—/2023—01/01/2028

STAFF

Ahni Malachi
Executive Director

Sarah E. Burke Cohen, Esq.
Assistant Director

Katrina E. Taylor
Investigator/Mediation Coordinator

Nicole Lemelin
Investigator

Daniel Deyermond
Investigator

Joyce J. Samuel, Esq.
Investigator

Erica Rosignol
Investigator

Amy Justin, Esq.
Investigator

Michael Worsley
Investigator

Michelle Martin
Investigator

Crystal Napoli
Intake Coordinator

TaShawn Baker
Intake Coordinator

Lara Phillips-Ramovic
Office Manager

Ellen Courtemanche
Secretary

NH RSA 354-A

Areas of Coverage:

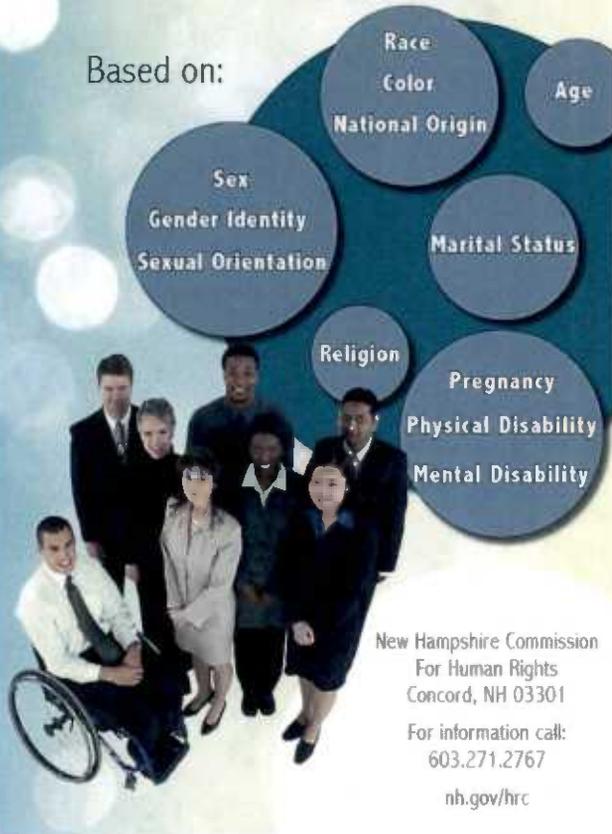
Employment, Housing, Places of Public Accommodation, and Public Education
(K-12)

Basis:

Age, Sex (pregnancy, sexual harassment), Sexual Orientation, Color, Marital Status, Physical/Mental Disability, Religion, Gender Identity, Race, National Origin, Familial Status, Retaliation*

EMPLOYMENT DISCRIMINATION IS AGAINST THE LAW IN NEW HAMPSHIRE

Based on:



New Hampshire Commission
For Human Rights
Concord, NH 03301

For information call:
603.271.2767

nh.gov/hrc

EQUAL OPPORTUNITY TO HOUSING IS THE LAW IN NEW HAMPSHIRE

It is illegal to discriminate in the sale,
rental or financing of housing on the basis of:



- Race, Color or National Origin
- Sex
- Sexual Orientation
- Gender Identity
- Familial Status
- Physical Disability
- Mental Disability
- Religion
- Age
- Marital Status

If you have any questions or would like to file a complaint

CALL: 603.271.2767

Commission For Human Rights
Concord, NH 03301

nh.gov/hrc



**NH RSA 354-A:19 provides: "It shall be an unlawful discriminatory practice for any person engaged in any activity to which this chapter applies to discharge, expel, or otherwise retaliate or discriminate against any person because he/she has opposed any practices forbidden under this chapter or because he/she has filed a complaint, testified or assisted in any proceeding under this chapter."*

In addition to the powers vested in the NHCHR by RSA 354-A to enforce New Hampshire's law against discrimination, the NHCHR also partners with the U.S. Equal Employment Opportunity Commission ("EEOC") to enforce federal laws prohibiting discrimination in employment. Pursuant to a workshare agreement with the EEOC, a majority of employment cases are dually filed under both RSA 354-A and one or more of the following applicable federal statutes:

Age Discrimination in Employment Act, of 1967 ("ADEA")

Area of Coverage: Employment
(20+ employees, individuals 40+)

Basis: Age; Retaliation

Title I of the Americans with Disabilities Act of 1990, as amended ("ADA")

Area of Coverage: Employment
(15+ employees)

Basis: Physical Disability; Mental Disability; Regard As/Perceived As Disabled; Associated With; Retaliation

Title VII of the Civil Rights Act of 1964, as amended ("Title VII")

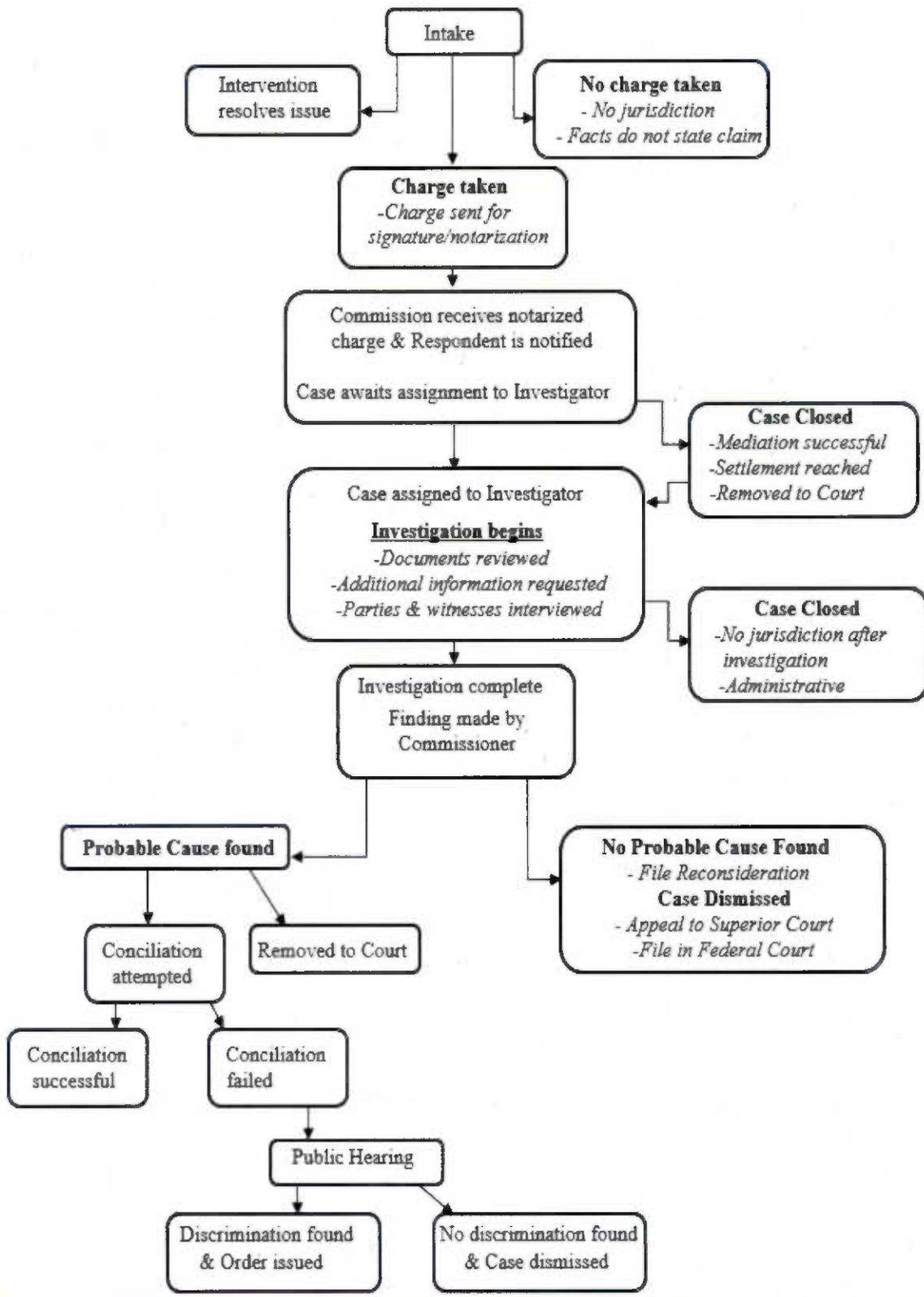
Area of Coverage: Employment
(15+ employees)

Basis: Sex (includes pregnancy; sexual harassment); Sexual Orientation; Gender Identity; Race; Color; National Origin; Religion; Retaliation



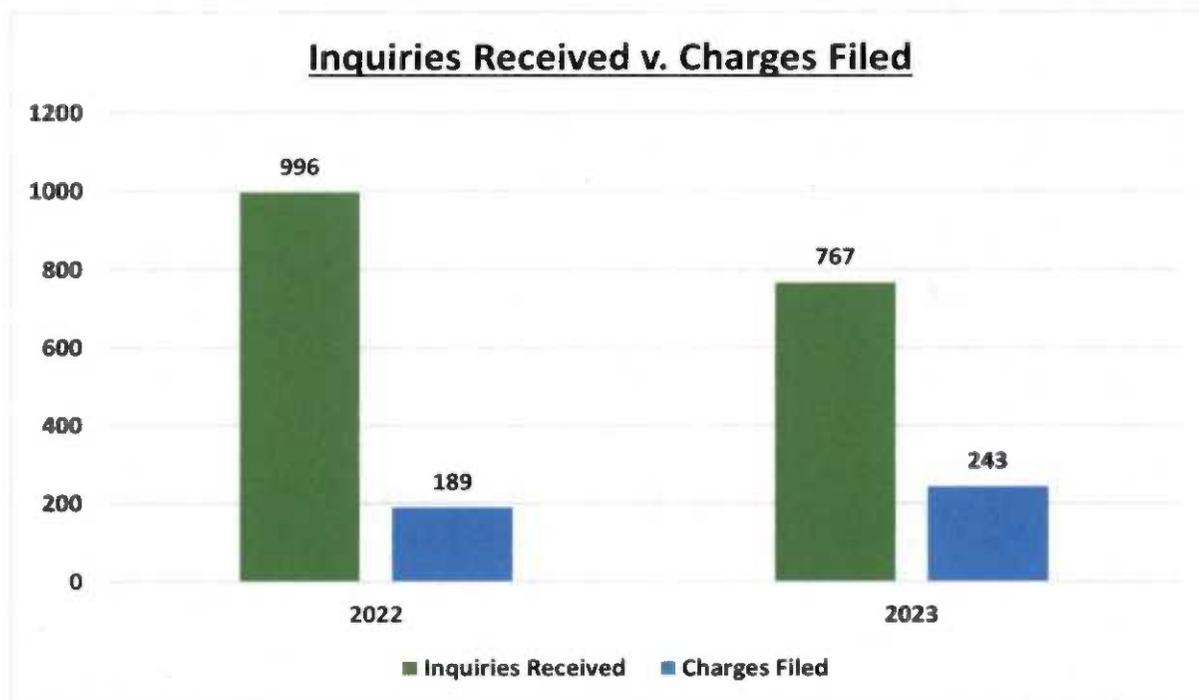
The NHCHR receives approximately 15% of its annual funding from the EEOC. The NHCHR is paid \$830.00 per case processed and \$100.00 per intake/waiver. The EEOC also provides additional funding for collaborative outreach events and trainings.

Case Processing Procedure



Intake

The intake process usually begins with a telephone call, e-mail, or visit to the NHCHR. Each year, the agency receives several hundred inquiries from individuals requesting information or wanting to pursue a charge of discrimination. Many of these inquiries do not fall within the jurisdiction of the NHCHR and these are referred to other agencies and organizations. In instances which the inquiry presents a claim within the NHCHR's jurisdiction, the Intake Coordinator assists the individual in filing a formal charge of discrimination. The NHCHR also accepts formal charges of discrimination submitted by licensed New Hampshire attorneys.



As referenced above, the NHCHR receives numerous inquiries outside its' jurisdiction. The number of charges filed per year is less than 20% of the inquiries received and reviewed by the NHCHR.

Docketing & Notice of Service

Upon receipt of an original, verified charge of discrimination from a Complainant or his/her legal representation, the NHCHR docket the case under the applicable statutes. The NHCHR then serves notice on the responding party/entity ("Respondent") and establishes a deadline for the Respondent to provide a verified response to the allegations of discrimination outlined in the charge. The case is filed to be assigned for investigation. While awaiting investigation, the parties are afforded the opportunity to participate in the Commission's no-cost mediation program (see page —), and/or the Complainant has the right to remove the case after 180 days of the docketing of the charge.

Investigation

If the case is not resolved during mediation or private resolution, and is not removed to court by the aggrieved party, the case is assigned to an investigator. Upon assignment, an investigator conducts an impartial investigation of the allegations of the aggrieved party and the defenses set forth by the Respondent. Investigations are comprised of requesting and reviewing written documentation, analysis of statistical data, identifying the applicable legal standards and obtaining testimony from interested parties and/or witness. Upon completion of an investigation, the investigator writes an investigative report culminating in a recommendation to an Investigating Commissioner.

No Probable Cause

A finding of No Probable Cause indicates there was insufficient evidence to show the aggrieved party was subjected to discriminatory conduct which violated state and/or federal law. When a finding of No Probable Cause is issued, an aggrieved party has 30 days to file a Motion for Reconsideration with the NHCHR or an appeal with the superior court. If the case was dually filed with the EEOC, an aggrieved party may request a Substantial Weight Review be conducted by EEOC.

Probable Cause

A finding of Probable Cause indicates there was sufficient evidence presented to show the aggrieved party may have been subjected to discriminatory conduct which violated state and/or federal law. When a finding of Probable Cause is issued, the case is docketed for a public hearing. At any time after notice of Probable Cause is issued, and prior to the public hearing, either party may remove the case from the NHCHR to state court. If the case is dually filed, the aggrieved party may remove to federal court if he/she first obtains a Notice of Right to Sue request from the EEOC.

Pre-Hearing/Conciliation

If a case is not removed from the NHCHR following a finding of Probable Cause, the NHCHR schedules a pre-hearing conciliation. The pre-hearing/conciliation serves as a mandatory settlement conference in an attempt to resolve the issues presented in the case. If the case does not settle during the pre-hearing/conciliation, the matter will move forward to a public hearing.

Public Hearing

A public hearing is comprised of a panel of three (3) Commissioners, not including the Investigating Commissioner who made the initial Probable Cause determination. The panel reviews the case *de novo* and both sides present evidence and testimony to support their allegations and defenses. At the conclusion of the public hearing, the panel will affirm or dismiss the Probable Cause finding. If the decision is affirmed, the panel has the authority to award damages as applicable.

Cases Statistics

Due to the workshare agreement with EEOC, the NHCHR's contract year follows the federal fiscal year from October 1 through September 30.

Case statistics are currently sorted by statute; due to database software changes by the EEOC, the NHCHR is currently unable to retrieve statistics relative to the specific basis(s) for each case filed or closed. It is important to note that a case may be filed under one or more statutes, and/or cover several various basis(s). [For example, an employment case could allege age and disability discrimination, subsequently filing a charge under NH RSA 354-A, the ADA and the ADEA.] "State" cases are filed under the sole jurisdiction of NH RSA 354-A and include all housing, public accommodation and public education charges.

If a Complainant seeks to file a charge of discrimination outside of NH's 180 day statute of limitations, the NHCHR may facilitate the filing of the charge if it is determined to be within the EEOC's 300 day statute of limitations. The intake, processing and transfer of these cases are referred to as "Waivers".

Throughout the past few years, the NHCHR has consistently closed more cases than it received, resulting in a continued decreased in the number of cases carried forward to the next fiscal year.

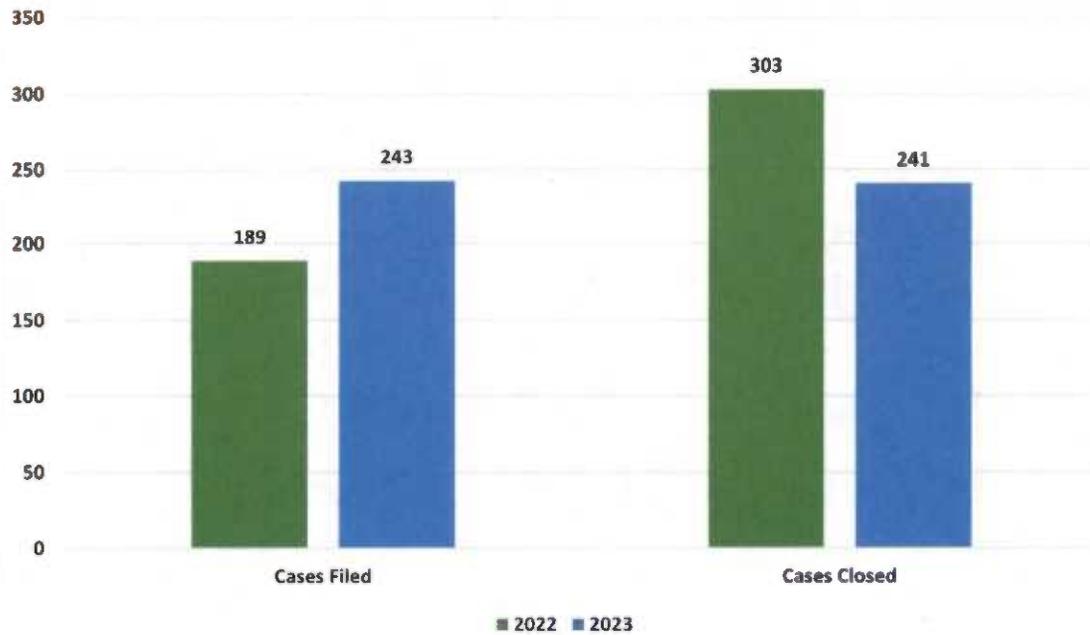
Furthermore, due to the increased number of cases processed, the NHCHR received an upward contract modification in 2022 from the EEOC resulting in the receipt of increased federal funds.

Glossary of Terms

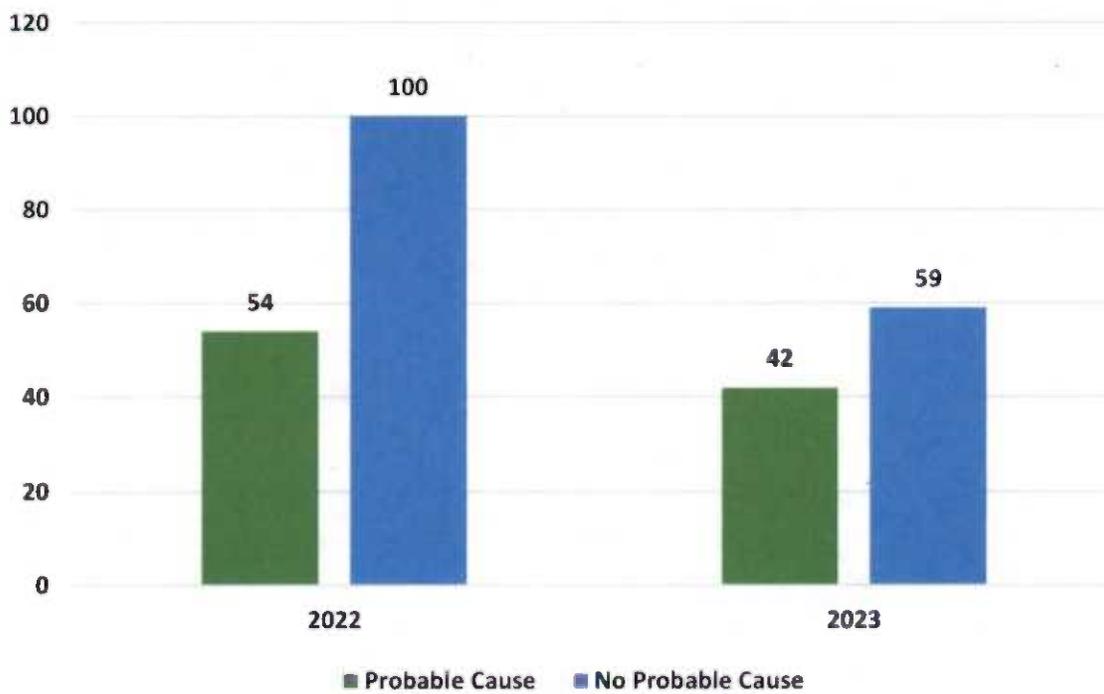
"ADEA"	Age Discrimination in Employment Act of 1967
"ADA"	Americans with Disabilities Act
"Title VII"	Title VII of the Civil Rights Act of 1964
"State"	Charges filed <u>only</u> under RSA 354-A
"Waiver"	Intake processed by NHCHR and sent to EEOC for credit
"CP"	Complaining/Charging Party
"RP"	Responding Party
"NPC"	No Probable Cause
"PC"	Probable Cause

BY THE NUMBERS—OVERVIEW

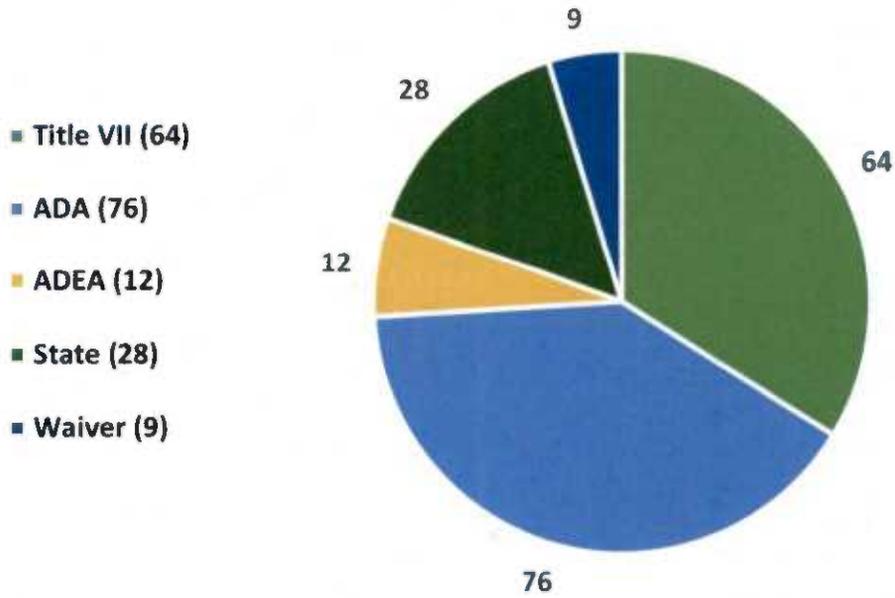
Cases Filed v. Cases Closed



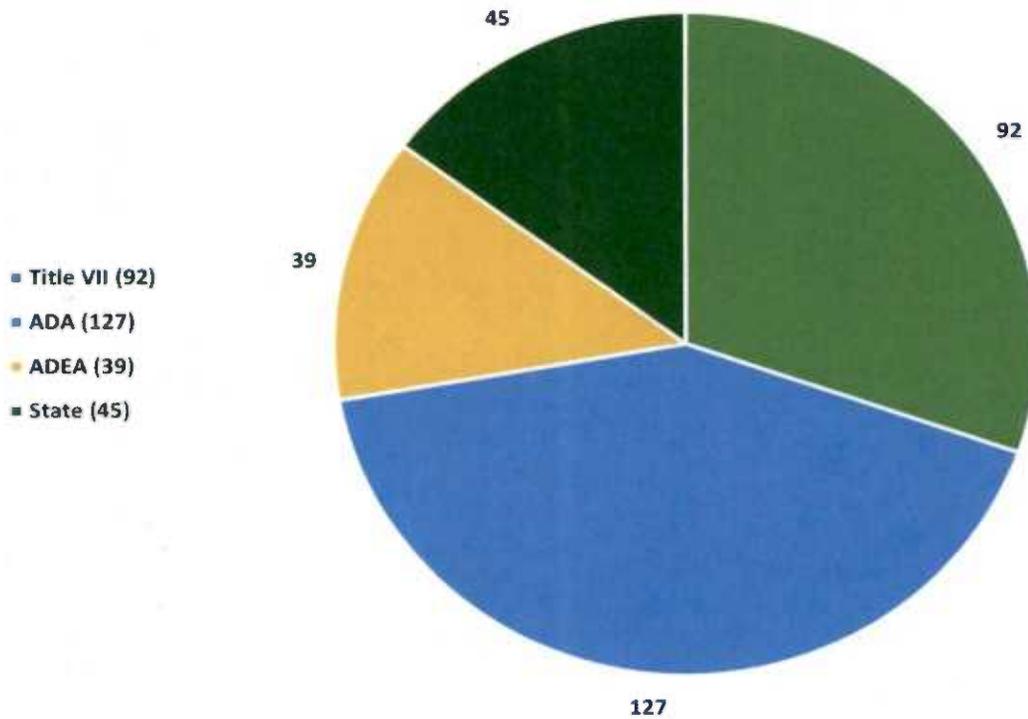
Probable Cause v. No Probable Cause



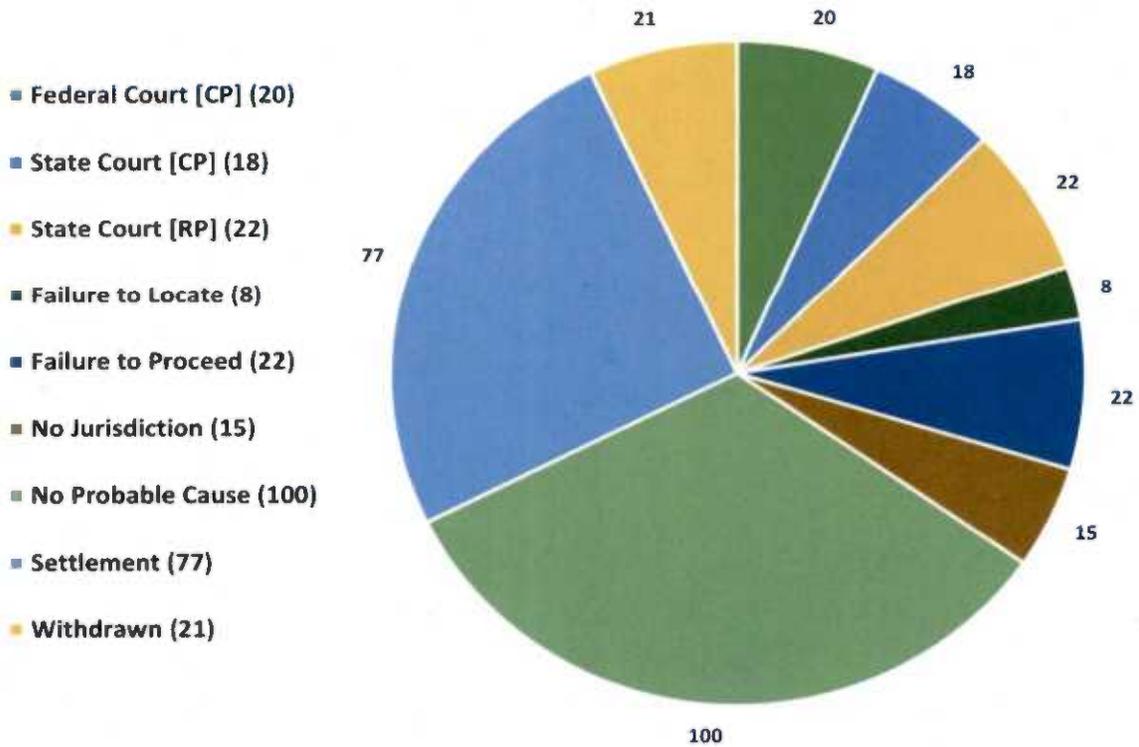
2022 Cases Filed (By Statute) - 189



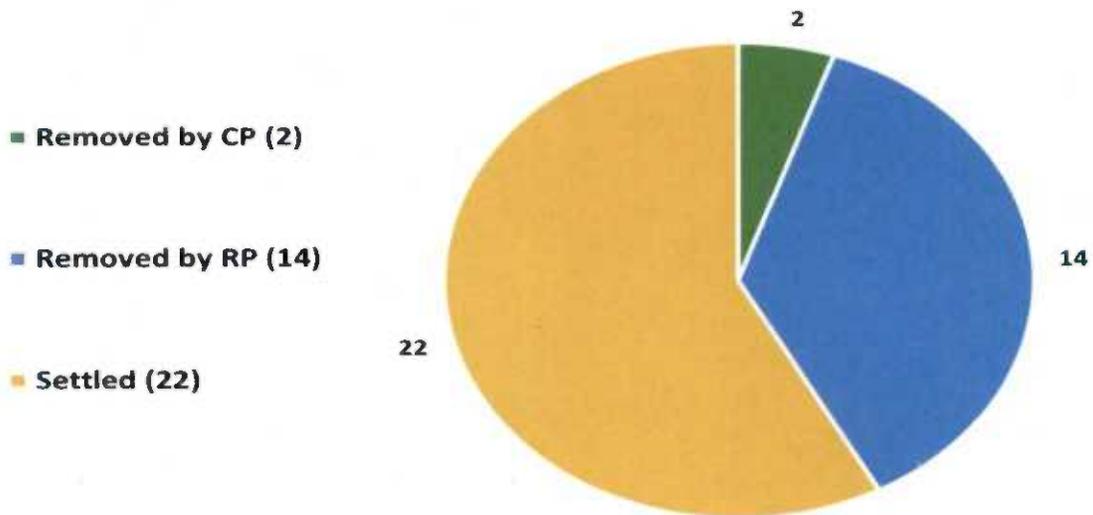
2022 Cases Closed (By Statute) - 303



2022 Cases Closed (By Type) - 303

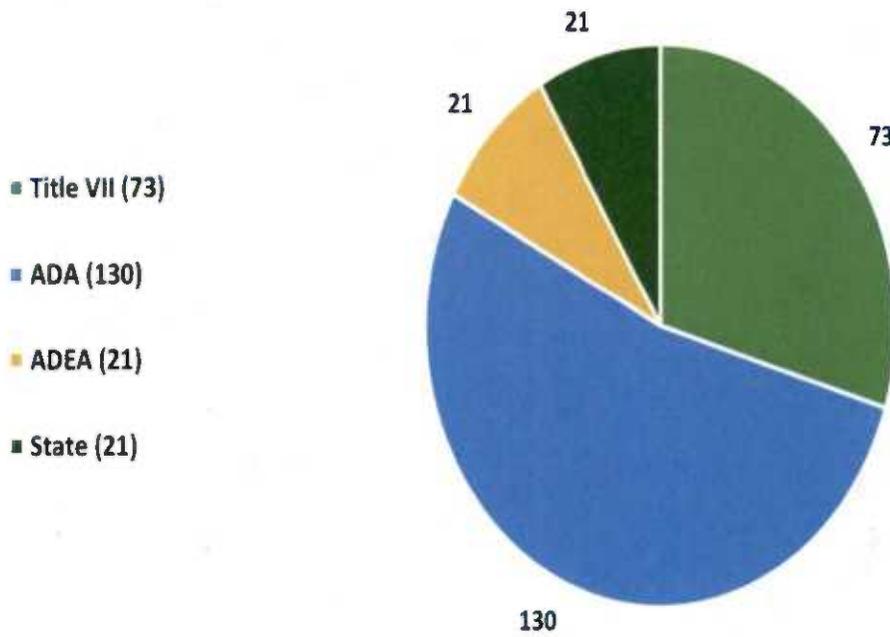


2022 Public Hearings Scheduled (38)

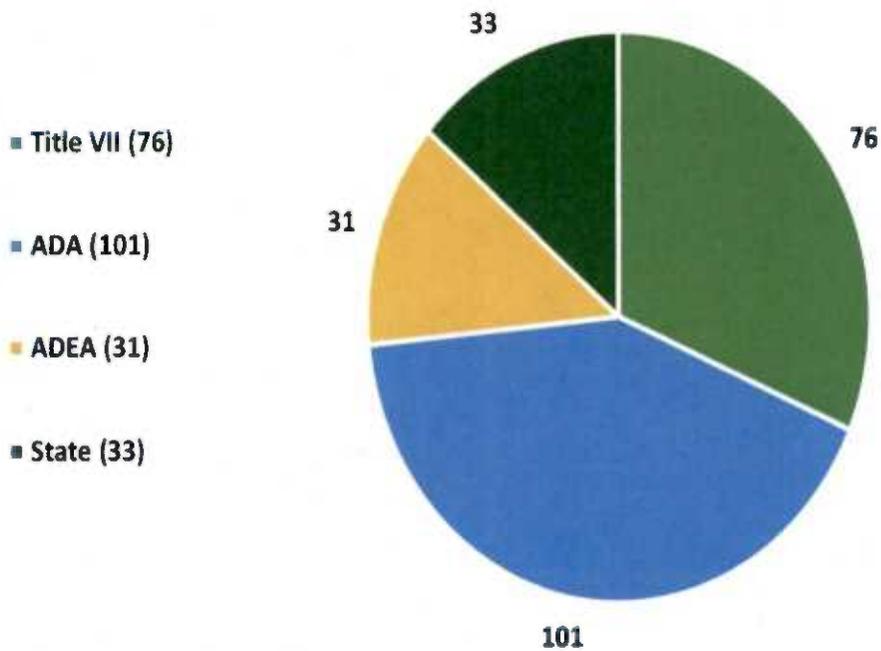


Public Hearing Data based on Calendar Year
No public hearings were held in 2022.

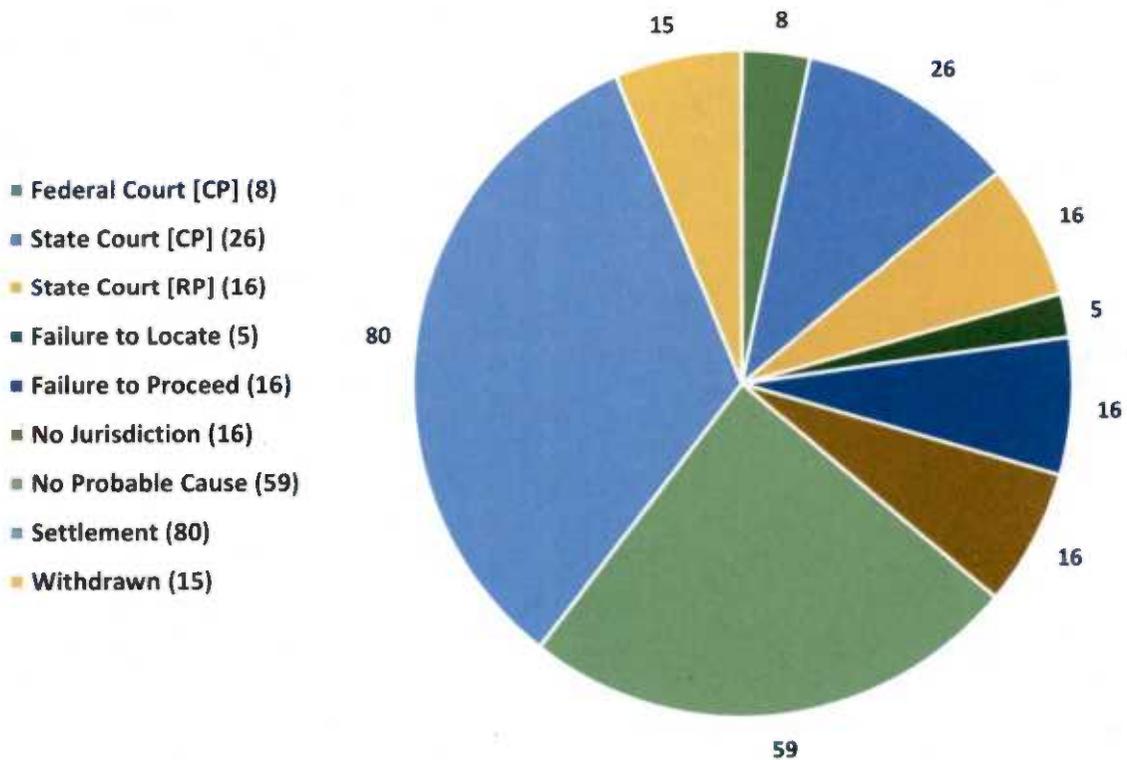
2023 Cases Filed (By Statute) - 245



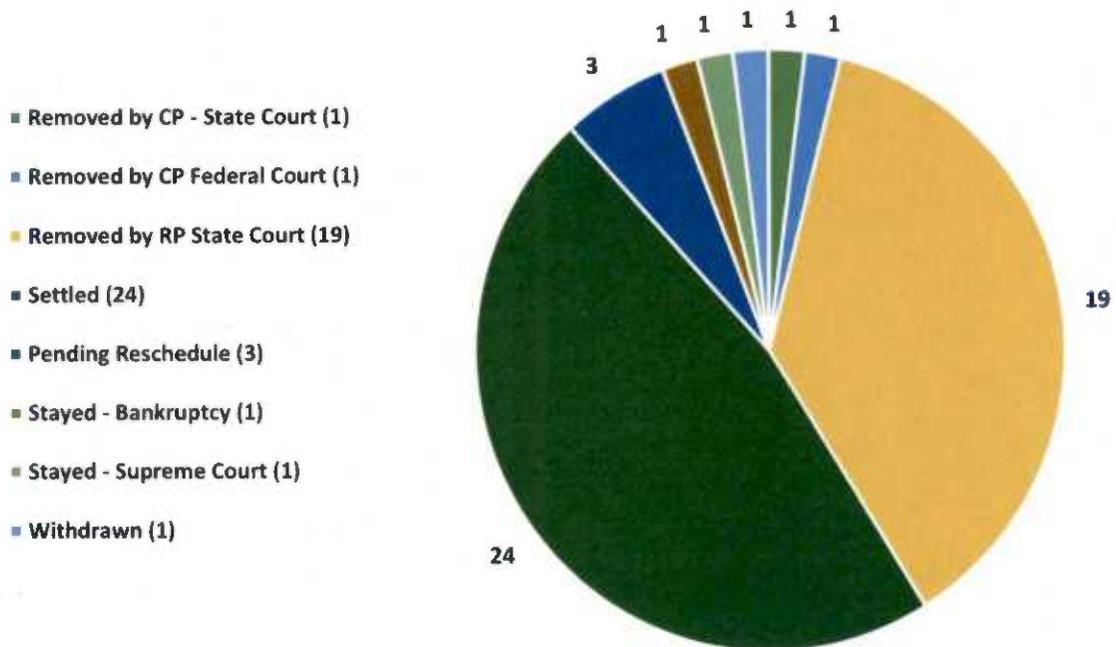
2023 Cases Closed (By Statute) - 241



2023 Cases Cosed (By Type) - 241



2023 Public Hearings Scheduled (51)



Mediation

Since its inception in 1995, the NHCHR's mediation program has been successful in resolving charges of discrimination. The NHCHR's program uses a combination of Commission and volunteer mediators. As neutrals, the mediators apply their knowledge and experience as facilitators to explore the underlying dispute and to achieve resolutions which are mutually satisfactory to both parties. While more traditional remedies may be explored, mediations often involve creative approaches to resolving the dispute which are designed to meet the needs and interests of the parties.

The power of mediation above all other types of dispute resolution lies in its ability to employ people to advocate for their own interests while at the same time propelling them beyond their concerns to an awareness to others. Its purpose is not to judge the conduct of either party. Rather it helps them find a solution that will meet the needs and interests of each party without the sometimes lengthy and painful processes typically involved in resolving difficult issues.

The NHCHR's program is governed by four core principals:

- Willingness
- Neutrality
- Confidentiality
- Enforcement

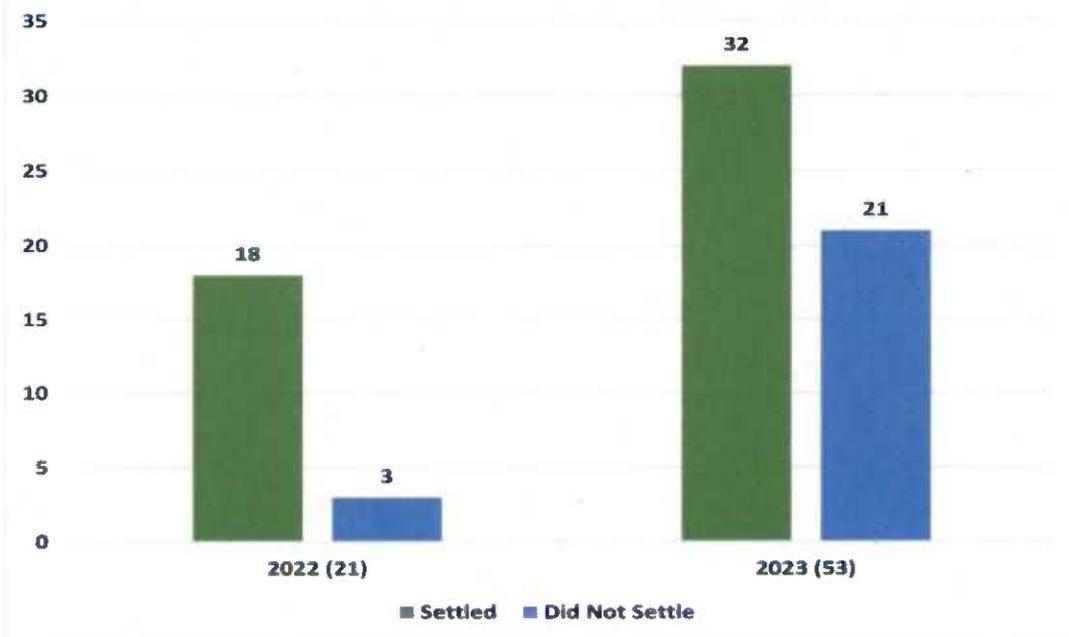
Mediation is available to the parties at all stages of the investigative process and can be conducted in-person, and/or via virtual platform. The NHCHR's Mediation Coordinator recruited new mediators throughout the 2022-2023 biennium, leading to a significant increase in conferences scheduled. In 2023, the mediation program recorded an unprecedented success rate of 85% and the program doubled its' previous participation rate in 2022.



"First, can we agree that it's a big back yard?"

• •

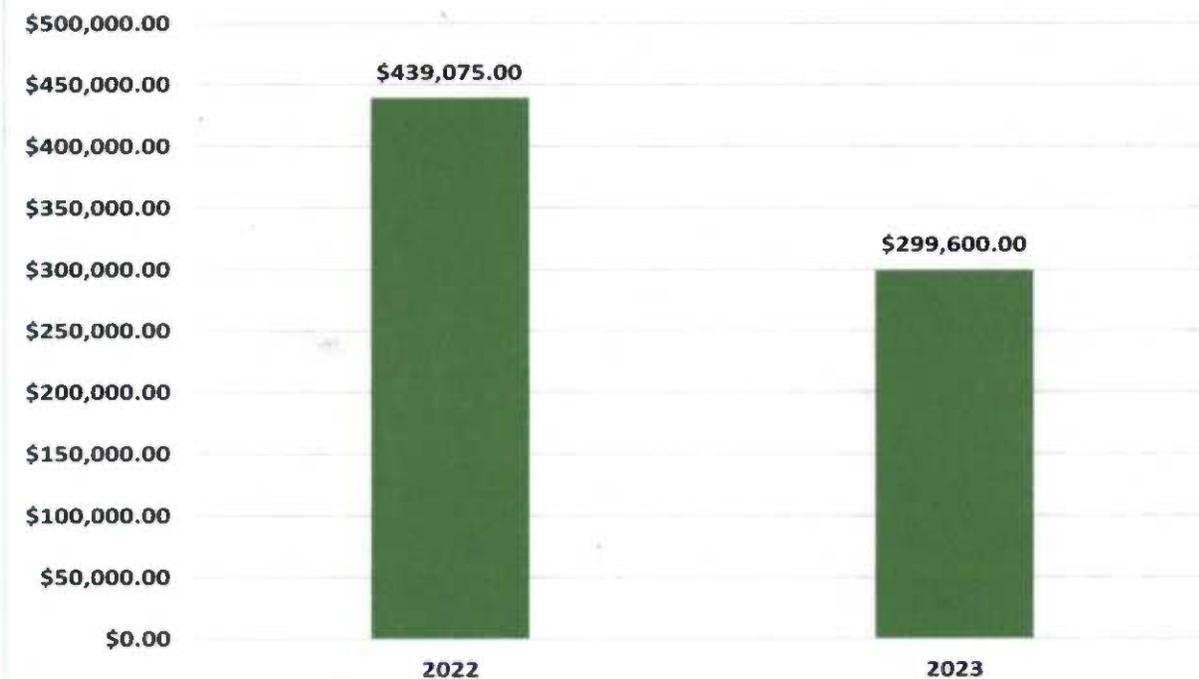
Mediation Resolution Conferences (2022 - 2023)



Settlements

The NHCHR works with parties in all stages of the investigative process to work towards resolution of disputes. Through mediation, private settlement negotiations, or conciliation following a probable cause finding, the NHCHR reported the following settlement benefits for 2022-2023:

Benefits Report (2022 - 2023)



Legislative Updates

Senate Bill 296 (2022)

SB 296, “relative to complaint procedures in cases before the commission for human rights.” SB 296 sought to repeal the Respondent’s ability to remove the case to Superior Court following a finding of Probable Cause. Following a January 2022 public hearing and committee report, the Senate voted Ought to Pass on February 3, 2022. The House Judiciary Committee held a public hearing on April 7, 2022 and subsequently referred the bill for Interim Study on May 4, 2022. The NHCHR provided case processing and statistical information for the Subcommittee’s work session and invited the Subcommittee Chair to meet the staff and discuss the agency’s operations and goals. This bill has been reintroduced for the 2023 legislative session as House Bill 362

Senate Bill 300 (2022)

SB 300, “an act relative to the state commission for human rights.” SB 300 sought to expand RSA 354-A to include individuals who may refuse to accept the use of an experimental drug as a protected class of people in New Hampshire. The bill was introduced on January 5, 2022 and referred to the Judiciary committee for a public hearing. Following the hearing on January 18, 2022, the bill was Referred to Interim Study.

House Bill 1260 (2022)

HB 1260, “making immunization status a protected class” HB 1260 was also introduced on January 5, 2022 and referred to the Judiciary committee. A public hearing was held on January 26, 2022 and an Executive Session held on February 3, 2022. The Committee Report recommended (17-4) Inexpedient to Legislate, which was adopted by voice vote on March 12, 2022.

House Bill 469 (2023)

HB 469 “prohibits discrimination against tenants holding certain vouchers for purposes of renting dwellings.” HB 469 was introduced on January 11, 2023 and a public hearing was held on January 26, 2023 and was referred to Executive Session. The matter was recommended Inexpedient to Legislative on March 9, 2023.

House Bill 362 (2023)

HB 362 “relative to complaint procedures in cases before the commission for human rights.” HB 362 was introduced on January 9, 2023 and scheduled for public hearing on January 26, 2023. The matter was referred to Executive Session and retained in committee. Three committee work sessions were held throughout 2023. Action anticipated January 2024.

Staff Trainings

The annual Fair Housing & Civil Rights Conference sponsored by Massachusetts Fair Housing, EEOC, the US Department of Labor, Wayfinders, Western New England University and the Boston Fair Housing Commission was once again held virtually in 2022 and 2023. Investigative staff attended several conferences on topics including, critical race theory, fair housing law(s), the future of civil rights, and diversity, equity and inclusion, among many others.

In September 2022, the EEOC resumed in-person meetings and held a regional FEPA (Fair Employment Practice Agency) in Providence, Rhode Island, which was attended by Executive Director Malachi and Assistant Attorney General Sean Locke.

In 2022, the NHCHR retained the services of the Bureau of Education and Training (“BET”) and the staff participated in trainings on Business Etiquette, Leadership and Navigating Change, and Creating Customer Experience. All staff also complete annual Cyber Security training provided by the Department of Information Technology (“DoIT”). Staff is encouraged to seek out professional development opportunities through both BET and outside vendors.

Education & Outreach

As the effects of the Covid-19 pandemic dissipated, the NHCHR was able to increase its education and outreach efforts for the 2022-2023 biennium. Trainings were provided to labor unions, housing providers, state agencies and various private businesses throughout New Hampshire. In addition, both Executive Director Ahni Malachi and Assistant Director Sarah Burke Cohen, Esq., both presented at the New Hampshire Bar Association’s annual Employment Law Seminar in 2022.

In February and December 2023, Executive Director Malachi also presented at regional Hate Crimes Forums, presented by the United States Attorney’s Office for the District of New Hampshire and the New Hampshire Attorney General’s Office. These forums provide for community organizations and law enforcement to share ideas, best practices and resources to prevent and respond to bias incidents and hate crimes.

In partnership with the EEOC, the NHCHR provided two trainings through the New Hampshire Department of Safety, NHFA & EMS. “Preventing Harassment and Discrimination” was presented at the NH Fire Academy in December 2022, and “Extinguishing Sexual Harassment in the Fire Service” was presented to the Portsmouth Fire Department in April 2023.

Education & Outreach

PREVENTING HARASSMENT & DISCRIMINATION

discuss how fire culture has changed

Other topics include:

- Overview of State & Federal employment laws
- Learn how to create and maintain a diverse workforce, particularly with women
- Learn what to expect if your organization is subject to an investigation

Info Session Designed For Fire & EMS

PRESENTED BY
N.H. COMMISSION FOR HUMAN RIGHTS AND U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FREE!

www.nhfa-ems.com/course

TUESDAY, DECEMBER 6TH
@ 8:30 A.M. - 11:30 A.M.
N.H. FIRE ACADEMY
98 SMOKEY BEAR BLVD
CONCORD, N.H.






New Hampshire

Hate Crimes Forum

Hosted by:
United States Attorney's Office for the District of New Hampshire
and the New Hampshire Attorney's General Office

Facilitated by:
United States Department of Justice Community Relations Service (CRS)

Program Overview

- ▶ Panel of Law Enforcement Experts
Overview of federal, state, and local hate crimes laws
- ▶ Panel of Community Leaders
Voices of community leaders on challenges facing their diverse groups when responding to hate crimes and bias incidents
- ▶ Sharing Best Practices and a Question and Answer Session
Resources for the community in the aftermath of hate crimes

Date and Time
Thursday, February 9, 2023
10:00 am - 1:00 p.m. EDT

Location
Manchester Police Athletic League
Michael Briggs Community Center
409 Beech Street Manchester, NH 03103

Presenters

- U.S. Attorney's Office for the District of New Hampshire
- New Hampshire Attorney General's Office
- Federal Bureau of Investigation (FBI)
- Manchester Police Department
- New Hampshire Human Rights Commission
- Jewish Federation of New Hampshire
- Manchester Branch of the NAACP
- New Hampshire Council of Churches
- ICRA Islamic Society of Greater Concord

TO REGISTER OR FOR MORE INFORMATION
Contact: Kate Desrosiers
Phone: 603-230-2134
Email: kathryn.desrosiers@usdoj.gov

ASVP by February 6, 2023

Social Media:
@DOJ_CRS
#HateCrimesForum
@NH_DOJ
@USAO_NH

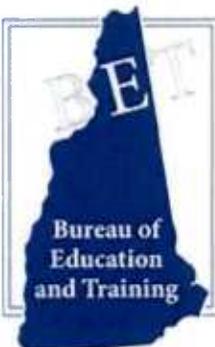
www.justice.gov/crs
www.doj.nh.gov/civil-rights
www.justice.gov/usao/nh

facebook.com/DOJCRS

FHCR 2022

FHCR 2023

WWW.FHCRCONFERENCE.COM

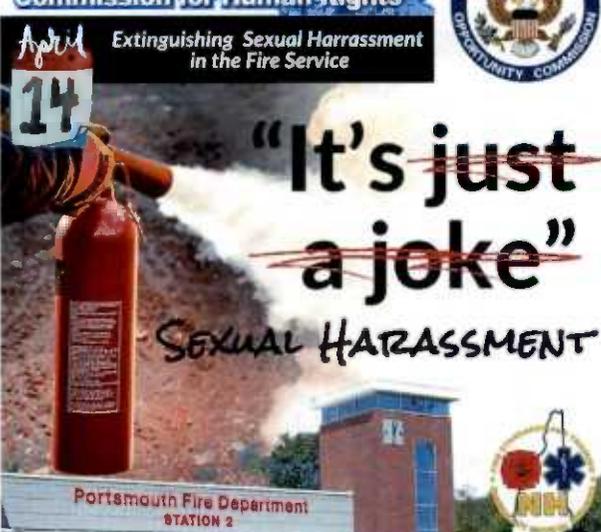


NEW HAMPSHIRE
Commission for Human Rights

April 14 Extinguishing Sexual Harassment in the Fire Service



"It's just a joke"
SEXUAL HARASSMENT



Portsmouth Fire Department
STATION 2



Community Connections

In October 2022, the NHCHR, in partnership with the EEOC, hosted two Community Connections outreach events in Concord and Manchester. These events allowed community partners to come together and lay the foundation to work collaboratively to overcome mutual barriers and share information and resources. This important dialogue will be the foundation to provide a positive impact to all communities throughout the state of New Hampshire.



October 5, 2022 (DMV Auditorium - Concord, New Hampshire)

Back (L-R): Tim Sink, Concord Chamber of Commerce; Lindsey Lincoln, NH Legal Assistance; John Danforth, U. S. Veterans Affairs (Manchester); Barbara Heggie, 603 Legal Aid; Kate LaPierre, New Hampshire Employment Security; Ashley Miller, Concord Public Library; Karen Emis-Williams, Concord Human Services; Lindsey Shaffer, NH Alliance for Immigrants & Refugees; Germano Martins, NH Health and Human Services; Becky Kas-ten, Concord Public Library.

Front (L-R): Eddie Edwards, Department of Safety; Courtney Brisson, New Hampshire Employment Security; Melina Burton, 2-1-1 NH; Karen Fisher Anderson, Concord School District; Ahni Malachi, NH Commission for Human Rights; Heather Pacheco, 2-1-1 NH; Kathleen Murphy, Superintendent, Concord School District; Gha-nashyam (Ghana) Dahal, Over Comers NH; Clement Degoo-goo, Over Comers NH; Sean Locke, Civil Rights Unit, NH DOJ; Kenneth An, J.D., Equal Employment Opportunity Commission; Byron Champlin, Concord City Councilor At-Large. *Missing*: Joe Doiron, Office of Workforce Opportunity; Paul McLaughlin, NeighborWorks South-ern New Hampshire; John Marasco, NH Department of Motor Vehicles; Kimberly McCulloch, NH Fire & FMS; Scott Doherty, NH Fire & EMS; Matt Cordaro, One Sky Community Service; James McKim, Manchester NAACP.

Community Connections

October 13, 2022

Manchester Police Athletic League (“MPAL”)



Top Row (L to R): Ahni Malachi (NHCHR Executive Director) with Heather Pacheco and Melina Burton (2-1-1 NH); Kimberly McCullough (NH Dept. of Safety, Fire Standards & Training, Recruitment and Retention)

Second Row (L to R): John Marasco (Director, NH DMV); NHCHR Commissioner Basra Mohamed, Esq. (Catholic Charities); Joe Dorion (NH Dept. of Business & Economic Affairs, Director of Workforce Development)

Last Row (L to R): Paul Morrison (NH Food Bank, Culinary Job Training Chef Instructor); Germano Martins (NH Dept. of Health & Human Services, Office of Minority Health & Refugee Affairs); Jon Danforth (U.S. Veterans Administration)

Staffing

For the 2022-2023 biennium, the NHCHR received additional staffing and relocated to a larger facility. The NHCHR's new office provides adequate space to provide trainings and hold public hearings as required.

- ⇒ Executive Director
- ⇒ Assistant Director
- ⇒ (8) Anti-Discrimination Investigator I
- ⇒ (1) Intake Coordinator — Full Time
- ⇒ (1) Intake Coordinator — Part Time
- ⇒ Administrative Assistant
- ⇒ Paralegal I
Vacant
- ⇒ Secretary II

Position Vacancies:

The Intake Coordinator position was vacant for several months between February 2022 through August 2022. Investigators were subsequently required to take on additional tasks related to Intake and the processing of new cases in addition to maintaining their regular caseload.

The incumbent Paralegal was promoted to an Investigator position and the remaining Investigator position was filled in June 2022. In October 2022, the Intake Coordinator and Secretary positions were filled.

In 2023, the NHCHR appreciatively received funding for the addition of four new investigator positions and a part-time Intake Coordinator position.

Once again, the NHCHR recruits the services of students to serve as legal interns. Legal interns provide vital administrative support to the investigative staff while gaining on-the-job legal experience. Interns are often charged with legal research and writing, intake, interviewing parties or witnesses, and facilitating settlement negotiations.

With the addition of new staff in the next budget cycle, the NHCHR can continue to satisfy its mission to eliminate discrimination throughout New Hampshire.

Expenditures for the Biennium by Class

2022

Class	Exp.	Rev.
000-FEDERAL FUNDS	0.00	173,170.00
009-AGENCY INCOME	0.00	-2,477.75
010-PERSONAL SERVICES PERM CLASS	448,623.68	0.00
018-OVERTIME	0.00	0.00
020-CURRENT EXPENSES	4,645.12	0.00
020-CURRENT EXPENSES	7,905.86	0.00
022-RENTS-LEASES OTHER THAN STAT	50,724.00	0.00
027-TRANSFERS TO DOIT	12,353.48	0.00
030-EQUIPMENT NEW REPLACEMENT	8,271.46	0.00
037-TECHNOLOGY-HARDWARE	4,892.00	0.00
038-TECHNOLOGY-SOFTWARE	0.00	0.00
039-TELECOMMUNICATIONS	10,053.46	0.00
040-INDIRECT COSTS	6,122.00	0.00
041-AUDIT FUND SET ASIDE	173.00	0.00
042-ADDITIONAL FRINGE BENEFITS	2,939.70	0.00
049-TRANSFER TO OTHER STATE AGEN	339.00	0.00
050-PERSONAL SERVICE TEMP APPOIN	31,432.72	0.00
057-BOOKS PERIODICALS SUBSCRIPTI	1,464.31	0.00
060-BENEFITS	223,796.46	0.00
061-UNEMPLOYMENT COMPENSATION	3,405.00	0.00
062-WORKERS COMPENSATION	0.00	0.00
066-EMPLOYEE TRAINING	2,469.00	0.00
069-PROMOTIONAL MARKETING EXP	0.00	0.00
070-IN STATE TRAVEL REIMBURSEMEN	2,581.35	0.00
080-OUT OF STATE TRAVEL REIMB	0.00	0.00
080-OUT OF STATE TRAVEL REIMB	0.00	0.00
103-CONTRACTS FOR OP SERVICES	810.16	0.00
103-CONTRACTS FOR OP SERVICES	7,891.84	0.00
230-INTERPRETER SERVICE	63.75	0.00
230-INTERPRETER SERVICE	45.85	0.00
233-LITIGATION EXPENSE	0.00	0.00

Expenditures for the Biennium by Class

2023

Class	Exp.	Rev.
000-FEDERAL FUNDS	0.00	204,900.00
005-PRIVATE LOCAL FUNDS	0.00	2,000.00
009-AGENCY INCOME	0.00	4,500.10
010-PERSONAL SERVICES PERM CLASS	-491,745.95	0.00
018-OVERTIME	0.00	0.00
020-CURRENT EXPENSES	-12,704.57	0.00
022-RENTS-LEASES OTHER THAN STAT	-50,724.00	0.00
027-TRANSFERS TO DOIT	-12,578.58	0.00
030-EQUIPMENT NEW REPLACEMENT	-94.87	0.00
037-TECHNOLOGY-HARDWARE	0.00	0.00
038-TECHNOLOGY-SOFTWARE	-294.00	0.00
039-TELECOMMUNICATIONS	-9,243.45	0.00
040-INDIRECT COSTS	-4,822.80	0.00
040-INDIRECT COSTS	-624.84	0.00
041-AUDIT FUND SET ASIDE	0.00	0.00
041-AUDIT FUND SET ASIDE	0.00	0.00
042-ADDITIONAL FRINGE BENEFITS	-7,287.33	0.00
049-TRANSFER TO OTHER STATE AGEN	-363.00	0.00
050-PERSONAL SERVICE TEMP APPOIN	-20,218.54	0.00
057-BOOKS PERIODICALS SUBSCRIPTI	-1,572.46	0.00
060-BENEFITS	-256,443.67	0.00
062-WORKERS COMPENSATION	0.00	0.00
066-EMPLOYEE TRAINING	-130.68	0.00
066-EMPLOYEE TRAINING	-1,077.06	0.00
066-EMPLOYEE TRAINING	-589.76	0.00
069-PROMOTIONAL MARKETING EXP	0.00	0.00
070-IN STATE TRAVEL REIMBURSEMEN	-210.29	0.00
080-OUT OF STATE TRAVEL REIMB	-307.50	0.00
103-CONTRACTS FOR OP SERVICES	-475.08	0.00
103-CONTRACTS FOR OP SERVICES	-8,454.92	0.00
230-INTERPRETER SERVICE	-2,035.06	0.00
233-LITIGATION EXPENSE	0.00	0.00

2024-2025 Goals/Outlook

The NHCHR will continue to satisfy its mission to eliminate discrimination through enforcement and education. Additional staffing will provide the agency with additional, necessary resources to eliminate the pending backlog and provide strengthened efforts for education through training and outreach. The NHCHR is partnering with the EEOC to present a regional conference in northern New Hampshire, in August 2024 which will include a free training for employers that outlines their obligations under state and federal law.

The NHCHR also continues to collaborate with state and federal partners to present additional community forums throughout various regions of the state.

PLEASE JOIN US FOR A COMMUNITY DISCUSSION ON
**COMBATING HATE CRIMES IN
NEW HAMPSHIRE**

MODERATED BY **KEYNOTE SPEAKER**



MODERATOR
WALTER
CONCEPT OF HUMAN - CONCORD, NH



MODERATOR
REBECCA
REBECCA, CONCORD, NH



KEYNOTE SPEAKER
JOHN FORMELLA
ATTORNEY GENERAL

THURSDAY, OCTOBER 5, 2023
8:30 AM - 12:30 PM
NH FIRE ACADEMY
98 SMOKEY BEAR BOULEVARD
CONCORD, NH 03301

PLEASE REGISTER USING THE
BELOW LINK OR QR CODE:
[FORMS.OFFICE.COM/G/ZHCNWTG8BU](https://forms.office.com/g/ZHCNWTG8BU)



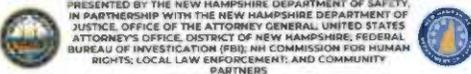
PLEASE JOIN US FOR A COMMUNITY DISCUSSION ON
**COMBATING HATE CRIMES IN
CHESHIRE COUNTY**

FEATURING

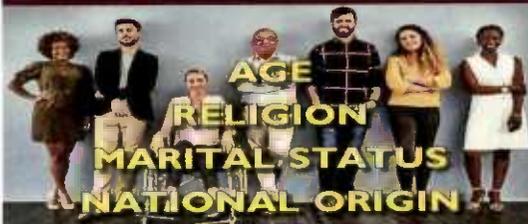
- NH ATTORNEY GENERAL JOHN FORMELLA
- KEENE MAYOR JAY KAHN
- PANEL DISCUSSION WITH LAW ENFORCEMENT, COMMUNITY LEADERS, AND FEDERAL PARTNERS

THURSDAY, APRIL 18, 2024 | 9:00 AM - 1:00 PM
MICHAEL E.J. BLASTOS COMMUNITY ROOM
400 MARLBORO STREET
KEENE, NH 03431

PRESENTED BY THE NEW HAMPSHIRE DEPARTMENT OF SAFETY,
IN PARTNERSHIP WITH THE NEW HAMPSHIRE DEPARTMENT OF
JUSTICE, OFFICE OF THE ATTORNEY GENERAL, UNITED STATES
ATTORNEY'S OFFICE, DISTRICT OF NEW HAMPSHIRE, FEDERAL
BUREAU OF INVESTIGATION (FBI), NH COMMISSION FOR HUMAN
RIGHTS, LOCAL LAW ENFORCEMENT, AND COMMUNITY
PARTNERS



*Discrimination in New Hampshire
is Against the Law Based on*



AGE
RELIGION
MARITAL STATUS
NATIONAL ORIGIN



RACE
COLOR
PHYSICAL DISABILITY
MENTAL DISABILITY



GENDER IDENTITY
SEX
SEXUAL ORIENTATION

NH Commission For Human Rights nh.gov/hrc