

DIVISION 3. - HUMAN RIGHTS COMMISSION^[12]

Charter reference— Boards and commissions, § 3.2.

State Law reference— Human rights, Minn. Stat. ch. 363.

Sec. 2-336. - Established.

There is established within the city a human rights commission.

(Code 1986, § 260:05)

Sec. 2-337. - Members.

- (a) (a) The human rights commission shall consist of up to fourteen voting members to be appointed by the mayor by and with the advice and consent of the council. In addition to the nine regular commission members, there shall be one youth voting member and up to three youth ex-officio non-voting members on the commission. In addition, annually the Mayor may appoint with the advice and consent of the council up to four additional voting or non voting advisory members. The voting or non voting designation shall be at the discretion of the Mayor. These voting or non voting advisory members shall have a term of one year and shall have substantial education or training in human rights, or have some other unique perspectives or qualifications for the purpose of dealing with discrimination on the basis of race, color, creed, religion, national origin, sex, age, disability, marital status, status with regard to public assistance, sexual orientation, or familial status under the Minnesota Human Rights Act..
- (b) Members of the human rights commission shall be appointed with due regard to their fitness for the efficient dispatch of the functions, powers and duties vested in and imposed upon the human rights commission. Appointments shall represent a broad cross section of the community such as both sexes, various economic levels including welfare recipients, the business and professional community, racial and ethnic minorities, religious groups, various age groups including senior citizens and students, renters and homeowners.
- (c) Members of the human rights commission, except as otherwise provided herein with respect to youth members and voting or non voting advisory members, shall be appointed for terms of three years, except that any person appointed to fill a vacancy occurring prior to the expiration of the term for which his/her predecessor was appointed shall be appointed only for the remainder of such term. Upon the expiration of the member's term of office, a member shall continue to serve until his/her successor is appointed. Members who serve three consecutive terms, not including a partial term due to appointment to fill a vacancy, shall be ineligible for reappointment for one year following the completion of their third term. The youth commission members shall be high school aged, grades nine through 12. The youth commission members shall be appointed for one-year terms in the same manner as other members of the commission. Youth commission member terms shall commence June 1 and expire the following May 31.
- (d) The members of the human rights commission shall serve without financial compensation and may be removed from office for cause by the mayor in consultation and agreement with a majority of the human rights commission.

(Code 1986, § 260:15; Ord. No. 943, 2-19-2013; Ord. No. 961, § 1, 9-16-2014)

Sec. 2-338. - City's policy.

It is declared that it is the public policy of the city to fulfill its responsibility as a partner of the state department of human rights in securing for all citizens equal opportunity in housing, employment, public accommodations, public services and education, and to work consistently to improve the human relations climate of the city.

(Code 1986, § 260:00)

Sec. 2-339. - Purpose.

The purpose of the human rights commission is to secure for all citizens equal opportunity in employment, housing, public accommodations, public services and education and full participation in the affairs of this community by assisting the state department of human rights in implementing the state human rights act and by advising the city council on long range programs to improve community relations in the city.

(Code 1986, § 260:10)

Sec. 2-340. - Duties and responsibilities.

In fulfillment of its purpose, the human rights commission's duties and responsibilities shall be to:

- (1) Adopt bylaws and rules for the conduct of its affairs, including among others the election, assumption of duties and definition of responsibilities of officers and committees.
- (2) Draft a memorandum of agreement with the state department of human rights for the purpose of determining regulatory and enforcement procedures.
- (3) Enlist the cooperation of agencies, organizations and individuals in the community in an active program directed to create equal opportunity and eliminate discrimination and inequalities.
- (4) Formulate a human relations program for the city to give increased effectiveness and direction to the work of all individuals and agencies addressing themselves among others to planning, policy making and educational programming in the area of civil and human rights.
- (5) Present to the mayor and city council, in December of each year, an annual report, advising them of the matters studied by the human rights commission in that year, and recommendations for the coming year.
- (6) Act in an advisory capacity with respect to planning or operation of any city department on issues of civil and human rights and recommend the adoption of such specific policies or actions as are needed to provide for full equal opportunity in the community.

- (7) Develop in cooperation with the state department of human rights such programs of formal and informal education as will assist in the implementation of the state human rights act and provide for the human rights commission's assumption of leadership in recognizing and resolving potential problem areas in the community.
- (8) Receive complaints of alleged discrimination under the state human rights act and investigate such complaints in order to seek resolution of the problem. If necessary, the human rights commission may hold hearings to determine the facts and seek solutions, may refer the case to the state department of human rights or may take such other action as may be authorized by the state human rights act.
- (9) Develop an active working relationship with the Northfield School System in the area of human relations.

(Code 1986, § 260:20)

Sec. 2-341. - Commission's policy.

It shall be the policy of the human rights commission to encourage nearby communities to join with it in seeking to secure equal opportunity for all citizens.

(Code 1986, § 260:25)

Secs. 2-342—2-355. - Reserved.