



Presentation for the City County Homeless Issues Committee

City of Madison
Equal Opportunities Division



Madison Equal Opportunities Division (MEOD)



1

Enable community members in Madison to live, work, and play free from discrimination.

2

Remedy discrimination complaints by the public.

3

Educate businesses and the public about their rights.





Discrimination is an **adverse action** *motivated by* a person's membership in a **protected class**.

PROTECTED CLASS

A group of people who are protected by the law.

- Homelessness
- Physical Appearance
- Race
- Religion
- Disability

ADVERSE ACTION

A negative change in employment status, housing status, and/or benefits or services received from a place of public accommodation

- Failure to hire
- Harassment
- Refusal to rent
- Denial of services or equal enjoyment

CAUSAL CONNECTION

A relationship between the protected class and the adverse action.

UNLAWFUL DISCRIMINATION

An **adverse action** *motivated by* a person's membership in a **protected class**.



Protected Classes in Madison

What is a “Protected Class”?

Protected class: A group of people defined by federal, state and/or local laws who share common characteristics and are protected from discrimination and harassment.

- | | | |
|-----------------------------|-----------------------------------|---|
| 1. Sex | 11. Conviction Record | 21. Social Security |
| 2. Race | 12. Less than Honorable Discharge | 22. Domestic Partners |
| 3. Religion | 13. Sexual Orientation | 23. Citizenship |
| 4. Color | 14. Familial Status | 24. Credit History |
| 5. National Origin/Ancestry | 15. Genetic Identity | 25. Victim of Domestic Abuse, Sexual Assault, or Stalking |
| 6. Age | 16. Retaliation | 26. Unemployment |
| 7. Disability | 17. Physical Appearance | 27. Non-Religion |
| 8. Marital Status | 18. Gender Identity | 28. Homelessness |
| 9. Source of Income | 19. Political Beliefs | |
| 10. Arrest Record | 20. Student | |



Discrimination Complaint Areas Covered and Time Limits for Filing

MEOD can receive complaints in the following areas:



Housing

365 days from the
most recent incident of
discrimination



Employment

300 days from the most recent incident of discrimination



Public
Accommodations



City Facilities and
Services

How to file a complaint

The portal is available in six languages: English, Spanish, French, Mandarin/Chinese, Tibetan and Vietnamese

<https://discrimination.cityofmadison.com/Home/ComplaintView>



DCR Website



Your CCP Location



Use your Cell Phone or other Internet capable device



At your local library



By mail – accommodation only



Training opportunities available through DCR and MEOD

Community Partner Training - Monthly

A free virtual workshop for community members and organizations who want to learn about discrimination and how to file a complaint.

Certified Community Partner (CCP) – By Request

A program for organizations who wish to provide a higher level of support to community members who experience discrimination by learning how to provide complaint writing assistance in-person to members of the public.

Training opportunities available through DCR and MEOD (cont.)

Free DCR Trainings – By Request

- Arrest/Conviction Record Discrimination
- Disability Rights
- Discrimination and Workers Rights
- Fair Employment Practices
- Gender Identity/Sexual Orientation
- Homelessness & Physical Appearance Discrimination
- RaISE: Referrals and Interviews for Sustainable Employment
- National Origin/Ancestry Discrimination
- Race and Color Discrimination
- Sex Discrimination & Harassment
- Social Media

Specialized (Paid) DCR Trainings – By Request

- Bias/Implicit Training
- LGBTQ+ Awareness
- Workplace Equity
- Identifying Ableism (A social justice model of Disability)

Job Center - Monthly

The DCR and the Dane County Job Center partnered to offer free monthly training to job-seekers, employers, and the general public regarding equal opportunities laws and employment practices.

A New Community Resource

Madison College –
Goodman South
Campus

608-243-4200

M-TH: 8a-6p

F: 8a-4:30p

Sat: 10a-2p

<https://madisoncollege.edu/legal-clinic>

Free Legal Clinic

Clearing the Way to Success

**Madison College—
Goodman South Campus**

Daytime and Evening Appointments Available

Madison College is hosting a Free Legal Clinic providing advice to students and area neighbors at no charge, staffed by Madison-area partner organizations.

Get help with:

- Tenant-landlord disputes
- Driver's license restoration
- Child support and family law
- Mortgage foreclosures
- Criminal records
- Public benefits
- And more!



Call 608-243-4200

For more information and to schedule an appointment, or visit madisoncollege.edu/student-support/schedule-free-legal-consultation



Notes: Legal advice dispensed at this clinic is not provided by or on behalf of Madison College.

How does the Equal
Opportunities Ordinance
relate to the Homeless
Bill of Rights ?

Homelessness:

Means the status of lacking housing (without regard to whether the individual is a member of a family). This includes those individuals whose primary residence during the night is a supervised public or private facility (e.g., shelters) that provides temporary living accommodations, and an individual who is a resident in traditional housing.

Can also be perceived as being homeless (intersectionality with physical appearance) or in association with someone who is homeless.

HOMELESS BILL OF RIGHTS

- (1) Use and move freely in public spaces including, but not limited to, public sidewalks, public parks, public transportation and public buildings, in the same manner as any other person, and without discrimination on the basis of experiencing homelessness;
- (2) Equal treatment by all state and municipal agencies, without discrimination on the basis of experiencing homelessness;
- (3) Be free from discrimination while seeking or maintaining employment due to the lack of a permanent mailing address, or a mailing address being that of a shelter or social service provider;
- (4) Access emergency medical care free from discrimination based on experiencing homelessness;
- (5) Vote, register to vote, and receive documentation necessary to prove identity for voting without discrimination due to experiencing homelessness;

(6) Protection from disclosure of records and information provided to homeless shelters and service providers to state, municipal, and private entities, without appropriate legal authority; and the right to confidentiality of personal records and information in accordance with all applicable limitations on disclosure, established by the United States Department of Housing and Urban Development, the Federal Health Insurance Portability and Accountability Act, and the Federal Violence Against Women Act.

(7) A reasonable expectation of privacy of personal property.

(8) The right to engage in lawful self-employment in the same manner as any other person, including, but not limited to, the right to seek self-employment in junk removal and recycling that requires the collection, possession, redemption, and storage of goods for reuse and recycling.

(9) The right to pray, meditate, or practice religion in public spaces.

MADISON WISCONSIN HOMELESS UNION

Thank you!



Madison Equal Opportunities Division (MEOD)

210 Martin Luther King Jr., Blvd. Room 523

(608) 266-4910 or dcrcityofmadison.com

<https://www.cityofmadison.com/dcr>

To file a formal complaint of discrimination:

<https://discrimination.cityofmadison.com/Home/ComplaintView>

To report discrimination you have witnessed:

<https://www.cityofmadison.com/reportaproblem/discrimination.cfm>

Trainings:

<https://www.cityofmadison.com/civil-rights/programs/trainings>