

City of Madison

Department of Civil Rights

The Department of Civil Rights (DCR) is responsible for the management, development enforcement, implementation and community education of Secs. 39.03; 39.02; 39.06; 39.04, 39.05 and Chapter 39 of the Madison General Ordinances. The DCR is responsible for ensuring that the rights of all people are respected and are given equal opportunities to succeed based upon their personal merits. To this end, the DCR is created to vigorously pursue the policies and principles embodied in Chapter 39 both with in the City as an employer and with the City as a community of people who respect the rights and contributions of every member.

DISABILITY RIGHTS AND SERVICES PROGRAM (DR&SP)

The Disability Rights & Services Program is a part of the Department of Civil Rights serving City residents with disabilities. Under the auspices of the Civil Rights Director, this program coordinates the City's efforts to comply with the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, and MGO 39.05.

Under the supervision of the Director of Civil Rights, the Disability Rights & Services Program Coordinator

Provides:

1. For City-funded community-based organizations and City departments, evaluation and monitoring of their compliance with physical and programmatic access requisites, and administration of the City's disability-based discrimination complaint process, as required by MGO 39.05.
2. Information and referral to the general public regarding the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, as well as relevant State Statutes and City Ordinances, and City services which can be useful to persons with disabilities.
3. Staff support to the Commission on People with Disabilities (CPD).

Collaborates with:

1. City department heads to assure their compliance with the physical and programmatic access requisites of Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and relevant State Statutes and City Ordinances.
2. The Affirmative Action Specialist to evaluate and resolve disability-based complaints of employment discrimination from City employees.

Commission On People With Disabilities (CPD)

The CPD consists of 13 citizen volunteers appointed by the mayor to study and make recommendations to the Mayor, the Common Council, City departments, committees and commissions in all areas that affect people with disabilities and their families in order to provide better access to city facilities and services.

AFFIRMATIVE ACTION DIVISION (AAD)

The Affirmative Action Division ensures that the City of Madison provides equal opportunity for all employees and citizens seeking access to service or employment opportunities without regard to their race, gender, age, creed, color, religion, arrest and conviction record, student status, national origin or ancestry, physical appearance, disability, sexual orientation, political beliefs, source of income, less than honorable discharge, current or past military service, martial status, familial status, use or non use of lawful products and retaliation.

AFFIRMATIVE ACTION DIVISION SERVICES

Contract Compliance Program

The Contract Compliance Program monitors and enforces the City's equal opportunity policies for companies doing business with the City of Madison. It requires entities to develop and maintain an approved affirmative action plan.

EEO/AA Service Delivery And Compliance Program

The program provides consultation and guidance for the development and implementation of a city wide Equal Opportunity/Affirmative Action Plan

with relevant goals and objectives for measuring progress and preventing discrimination.

This program also compiles statistics and develops reports on workforce statistical data and trends, monitors personnel selection activities, and develops recruitment strategies for municipal vacancies. In addition, it coordinates development and implementation of a city-wide Title VI Program with relevant goals and objectives as well as the City's investigation process of informal complaints alleging discrimination, harassment and/or retaliation.

The AASPIRE Program (summer college interns) is administered through this program area.

AFFIRMATIVE ACTION COMMISSION (AAC)

The AAC consists of 11 citizens appointed by the Mayor who are committed to equal employment opportunities and representative of the affected and/or underrepresented groups of the Madison community.

REVEREND DR. MARTIN LUTHER KING JR. HUMANITARIAN AWARD COMMITTEE

The Rev. Dr. Martin Luther King, Jr. Humanitarian Award Committee identifies individuals within the Madison Community who have made outstanding and significant contributions in the spirit of brotherhood, sisterhood, and harmony towards making our city an ideal place in which to live. Awards are presented each year during the annual Martin Luther King, Jr. Celebration.

WOMEN'S ISSUES COMMITTEE (WIC)

WIC is a committee assigned to the Affirmative Action Division that is comprised of City of Madison employees whose task is to address the concerns of women employed with the City.

MINORITY AFFAIRS COMMITTEE (MAC)

MAC'S mission is to be a resource that develops and publicizes the importance of diversity for the City of Madison. MAC strives to encourage employees to achieve higher levels of awareness on issues that impact women, individuals with disabilities and ethnically diverse employees.

EQUAL OPPORTUNITIES DIVISION (EOD)

The City of Madison believes that discrimination is wrong and that it must be eliminated. Therefore, the Equal Opportunities Division is charged with the mission of enabling individuals to live, work and recreate free of discrimination.

The EOD enforces MGO 39.03 which prohibits discrimination in housing, employment, the denial of credit and the use of public accommodations and city facilities based on sex; age; race; color; religion; arrest record; conviction record; marital status; being a student; national origin or ancestry; physical appearance; handicap/disability; sexual orientation; political beliefs; source of income; retaliation; less than honorable discharge from the military; refusal to disclose social security number; familial status; domestic partners; gender identity; genetic identity; citizenship status; victim of domestic abuse, sexual assault, or stalking*; credit history**.

*applies to housing only
**applies to employment only

To promote equal opportunities for all persons the Division disseminates information; provides free technical assistance, consultation and training programs to educate the residents of the City of Madison.

EQUAL OPPORTUNITIES DIVISION SERVICES

Community Education and Outreach

Through our education and outreach the EOD hopes to increase the awareness of citizens and businesses about their rights and responsibilities as it pertains to equal opportunities. We offer free customized training on fair employment practices and housing, diversity, general and sexual harassment, retail racial profiling and public accommodations. The EOD also provides technical assistance to businesses to ensure that their policies and procedures comply with the Ordinance.

Complaint Investigation

The EOD has jurisdiction only in the City of Madison to enforce the MGO 39.03, the Equal Opportunities Ordinance.

Individuals that believe they have been discriminated against (treated adversely) because of their membership in a protected class may be able to file a complaint with the EOD. The Division takes complaints that occurred within the city of Madison in the last year for housing and the last 300 days for employment, credit, and public accommodations. The process can include mediation, investigation, conciliation and a hearing to determine if discrimination has occurred.

Equal Opportunities Commission (EOC)

The EOC is comprised of 13 citizen volunteers appointed by the Mayor to study and make recommendations to the Mayor and Common Council on issues around equal opportunities in the city of Madison.

The EOC Employment Committee

Assists the Madison Equal Opportunities Commission in fulfilling its mission of enabling all individuals to work free of employment discrimination by acting as an advisor on fair employment issues and the value of diversity.



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