

## PREVIOUS CCRD/CCRC CASES:

- In 2010, a Ute Mountain woman showed up at a Cortez hospital, claiming she had been raped. The hospital told her to go to the Native American hospital at Shiprock, some 50 miles away, although she had no way to get there. According to the Denver Post, this was a persistent problem for area Native Americans. The hospital claimed it wasn't getting reimbursed for those costs, which both sides acknowledged.
  - The commission started an investigation, working with the tribe's attorney, former Colorado U.S. Attorney Troy Eid, and that led to a settlement with the hospital where it agreed to abide by anti-discrimination laws, train its employees on cultural sensitivity and to be monitored by the commission.
- Another landmark case dealt with predatory lending in housing. The case involved Hispanic borrowers, some who couldn't speak English, and a lender who tricked them into taking mortgages for which they should not have qualified. It forced some into foreclosure and eviction, according to a 2010 Denver Post report. One of the real estate agents in the transactions was sentenced to 31 years in jail, and the lender and other co-defendants were slapped with a \$629,000 fine. Pryor told Colorado Politics that one of his interns literally stumbled onto the case in a Greeley parking lot.
- A Coloradan with a disability was immediately turned away by a landlord because of his hand tremor and stutter. He filed a complaint with CCRD and they investigated the matter – during which time the owner admitted he would not rent to anyone with a disability. As a result, CCRD found probable cause for discrimination and facilitated a mandatory conciliation where the owner learned more about the law, agreed to attend training about fair housing laws, and agreed to a fair settlement to offset the damages the man had incurred and help to make him whole again. The settlement funds provided him with the financial boost he needed to successfully move out on his own.
- In another example, a couple was looking for a new home while expecting their first child. They had a limited budget and found an affordable home that was within walking distance to a new mothers group. This was very important to them because the affordable rent would allow them to save up to buy a home of their own. Excited, they began the application process. In a series of emails between the management company and the couple, it was disclosed that they were expecting and that's when things changed. The manager replied that it would not work for them to live there with a baby as the third occupant and their rental application was denied. Devastated and weeks away from a new baby, the couple had to scramble to find housing. They filed a complaint with CCRD on the basis of familial status discrimination. With the help of the CCRD mediation team, the couple was able to quickly settle their complaint with the management company, the management company received training from CCRD in regard to Fair Housing laws, and the couple received a fair settlement to offset the costs they incurred when losing their housing. The couple used the settlement funds to save money for their first home.
- A transgender elementary school student was being denied right to use the bathroom consistent with their gender identity. Rather than suing the school and the district, that student's parents filed a complaint through the CCRD, and went through the mediation process. As a result, the school district implemented a district wide change to accommodate all transgender students in accordance with Colorado law.

- An employee working at a rehab facility was fired from his job when it was found he was using medication prescribed by his doctor to treat his depression. Rather than going through a lengthy legal process, the CCRD helped facilitate a settlement, and helped the facility change their policies so this wouldn't happen again.
- An employee was terminated from her position when she told her boss that she was expecting a child. Rather than suing the company, resulting in the business having to hire a lawyer, the employee filed a complaint with the CCRD, which then facilitated a settlement between the employee and business. The CCRD then helped the company with changing their policies so this wouldn't happen again.
- A single mother of 3, who worked for a large retail store as a cashier and shelf stocker, was refused basic accommodations during her final pregnancy. Despite giving her employer a doctor's note, she was ordered to keep stocking shelves with boxes and packages that weighed anywhere from 20 to 50 pounds. If she didn't comply, she was threatened with termination as retaliation for her asking for different accommodations.
- During business hours, some bars and clubs in Colorado request IDs to ensure they are only admitting people of legal age. One Colorado gay bar refused to allow transgender people to enter their bar during such business hours, stating ID did not match appearance in order to exclude transgender Coloradans from entering the bar -- despite being the proper age to patronize this bar. A claim with the CCRD was made, and rather than a lawsuit being filed, the CCRD provided resources to the bar so their employees would be in compliance with accommodation laws, and the bar updated their policies, so that such incidents wouldn't happen again.

Source: Colorado House Democrats