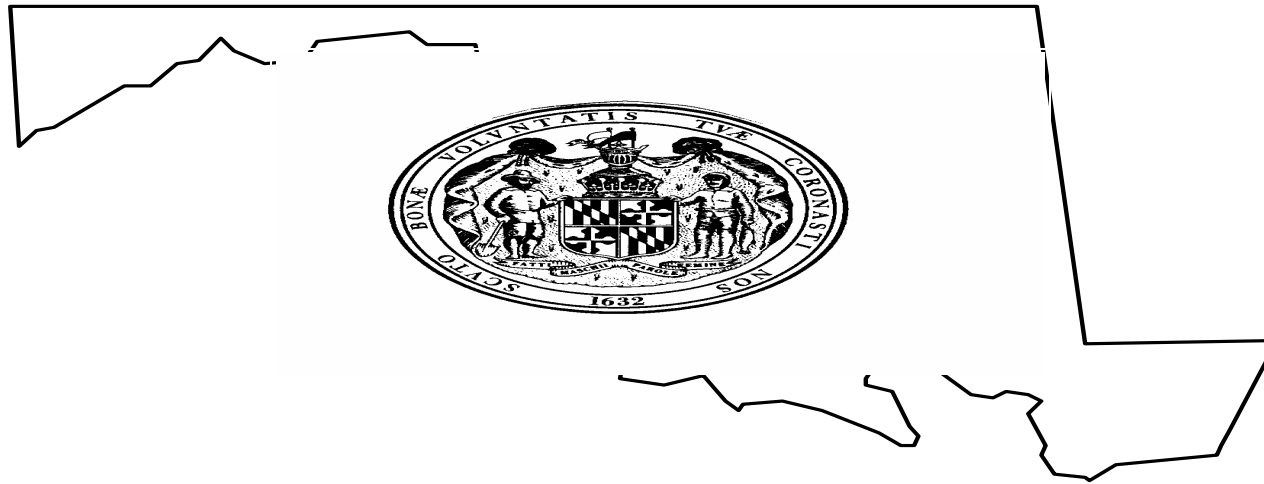


**THE MARYLAND COMMISSION
ON HUMAN RELATIONS**



**ANNUAL REPORT
FOR
FISCAL YEAR 1997**

MISSION STATEMENT

The mission of the Maryland Commission on Human Relations is to enforce Article 49B of the Annotated Code of Maryland which prohibits discrimination based on age, ancestry, color, familial status, marital status, mental and physical disability, national origin, race, religion, and sex in employment, public accommodations, housing and licensing; to educate citizens of their rights and responsibilities under Maryland law; and to initiate programs and provide assistance to those who promote and improve human relations in Maryland.

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THE COMMISSION

The Maryland Commission on Human Relations (MCHR) is governed by a nine-member Commission appointed by the Governor and confirmed by the Maryland State Senate. Article 49B of the Annotated Code of Maryland provides that the Commissioners may hold hearings and initiate surveys to determine the scope of human relations problems, and to make recommendations for resolving them. Commissioners are appointed to serve six year terms. The Commissioners meet at least once a month to set policy and review programmatic initiatives.

The Commissioners also serve as members of the Appeal Board, in accordance with the Rules of Procedure and Article 49B of the Annotated Code of Maryland. Decisions were rendered by the Commission Appeal Board in two cases during Fiscal Year 97. Additionally, the Commission executed its authority to initiate Commission complaints based on the receipt of reliable information that a person or a business is involved in a discriminatory practice by initiating eight (8) housing investigations. These allegations involved race-based steering and different treatment.

The Commission completed its investigation of the Wicomico County Public School System that grew out of a public hearing held in November 1995. The subsequent report, Wicomico County Public Schools Diversity: Moving Toward the 21st Century, was distributed to the school system and community. The Commissioners then met with the Wicomico County Board of Education in March 1997 to discuss the system's progress, policies, programs and other initiatives implemented to address those problems and concerns outlined in the report.

THE COMMISSIONERS:

Silvia S. Rodriguez, Chairperson, was appointed to the Commission in 1982. She resides in Montgomery County. Chairperson of the Commission since 1995, Commissioner Rodriguez's term expires 2003.

George E. Dredde, Jr., Vice Chairperson, was appointed to the Commission in 1989. He resides in Frederick County. Commissioner Dredde's term expires June 30, 1999.

Henry R. Abrams was appointed to the Commission in 1995. He resides in Baltimore County. Commissioner Abrams' term expires in 2001.

Ford A. Anderson was appointed in 1995 to a term expiring in 2001. He resides in Howard County. Former Commissioner Anderson resigned in May 1997.

Oretha Bridgwaters was appointed to the Commission in 1995. She resides in Prince George's County. Commissioner Bridgwaters' term expires in 2001.

Ki Woong Kim, Ph.D. was appointed to the Commission in 1993. He resides in Baltimore County. Commissioner Kim's term expires in 1999.

Rufus W. McKinney was appointed to the Commission in 1996. He resides in Montgomery County. Commissioner McKinney's term expires 2003.

Sayra Wells Meyerhoff was appointed in 1996 to fill an unexpired term ending in 1999. She resides in Baltimore City. Former Commissioner Meyerhoff resigned in June 1997.

Leslie K. Shedlin was appointed to the Commission in 1996. She resides in Montgomery County. Commissioner Shedlin's term expires 2003.



CASE PROCESSING DEPARTMENT

The Case Processing Department is responsible for enforcing Article 49B of the Annotated Code of Maryland, in employment, housing and public accommodations. There are offices in Baltimore, Hagerstown, the Eastern Shore and St. Mary's County. The Case Processing Department consists of an intake unit and four investigative units and is staffed by case processing managers, supervisors, and investigators.

The Case Processing Department carries out its responsibility of enforcing Article 49B by:

Investigating complaints of discrimination. Staff conducts impartial investigations to ascertain the facts through interviewing witnesses, gathering and analyzing documents, conducting on-site visits and conducting fact finding conferences as needed. After completing an investigation, staff drafts a written finding.

Conciliating complaints where staff has determined that there is probable cause to believe that discrimination has occurred. Staff is responsible for making a good faith effort to conciliate these matters. Conciliation efforts focus on bringing the discriminatory practice/policy into compliance with the law and providing full remedy and relief for the complainant.

Coordinating with local and federal agencies to process complaints of discrimination to avoid duplication of services.

Consulting with legal counsel, public and private employers, owners, managers, public officials, real estate brokers, personnel managers and others to explain and interpret Article 49B.

Maintaining contacts with advocacy groups. Numerous meetings are held with local organizations such as the Business and Professional Women, St. Mary's County Women's Center, Calvert County Commission for Women, NAACP
Chapte **COMMUNITY EDUCATION AND OUTREACH**
rs,
Commi
ssion for the Disabled.

Commission staff conducted Cultural diversity workshops

throughout the state. *The Color of Fear*, a film documentary about race relations in America, was used in

many of these diversity workshops. In this film eight men of African, Asian, European and Latin American origins share the pain and scars cause each of them by racism. They also talk about the survival techniques they developed to combat racism, their fears of each other and their dreams and visions for a multicultural society. After viewing ***The Color of Fear***, Commission staff facilitated discussions which permitted participants to examine and react to issues raised by the documentary. The Cultural Diversity workshops were conducted for members of private organizations and public sector employees.

Commission staff also conducted several Study Circle sessions and training of Study Circle facilitators. Study Circles are interactive, small group, democratic, discussion groups which permit persons to analyze problems or tackle community issues. People talk about their personal knowledge of an issue, look at differing views and solutions and then come to a consensus on what should be done in their community.

Workshops and training on The Prevention of Sexual Harassment, Enforcing ADA and An Overview of MCHR's procedures were conducted. Additionally, staff conducted Equal Employment Opportunity training sessions for the state's EEO Officers. Staff provided training for local Human Relations Commissions. Professional development training in investigative techniques was provided at the National Association of Human Rights Workers Atlantic Region Training Conference.

Mediation is a way of quickly resolving complaints, in a no fault manner, prior to lengthy investigation. The goal of mediation is to assist both parties in exploring issues and subsequently reach a mutually agreeable settlement of those issues. It is a neutral process that allows both parties

The Intake Unit is responsible for screening and receiving complaints of discrimination, information dissemination and administering the Mediation Program. Inquiries are received from the public by telephone, in person or by mail. These inquiries are addressed by the Intake Staff and when appropriate, complaints are taken in the areas of employment, housing and public accommodations. Intake Packets, which provide information about the Commission and the investigatory process, are given to those individuals filing complaints with the Commission.

Complaints are taken at the full-service offices in Baltimore, Hagerstown and Cambridge, as well as at scheduled times in the **MEDIATION PROGRAM** outreach offices in Towson, Aberdeen, Elkton, Easton, Ocean City, Leonardtown, Denton, Salisbury, Chestertown, Cumberland and Oakland. The unit is staffed with a supervisor, two intake officers and three intake technicians.

to speak for themselves and to make their own decisions.

INTAKE UNIT

The mediation process is completely confidential. No one

from the Commission staff sits in on the mediation conference. Conferences are conducted by volunteer mediators, most of whom are attorneys experienced in labor law. Often, before a mediation meeting takes place, cases are resolved through either a settlement or a withdrawal. If the parties reach an agreement, the terms of the agreement are put into a written document which both parties sign. If no agreement is reached, the case is sent to staff for investigation. The mediator turns over no notes or records of any kind to the Commission staff.

During Fiscal Year 1997, 316 cases were referred to the Mediation Program. Mediations were attempted in approximately 25% of these cases. The number of mediations attempted during Fiscal Year 1997 increased slightly (10%). The number of closures also increased modestly as compared with Fiscal Year 1996. Settlements accounted for 61% of the 54 closures. The Mediation program is available throughout the state to complainants who file charges in the areas of employment and public accommodations. In June 1996, a brochure describing the program, and its benefits to both parties, was mailed to more than 150 advocacy groups, agencies and business associations. The Mediation Program coordinator participated, by invitation, in several meetings, workshops and training sessions pertaining to the benefits of mediation and its place in the case processing of the agency. Training meetings for the mediators were held in January and May of 1997 and will continue "as needed."

The following chart summarizes resolutions generated by the Case Processing Department during the last three fiscal years:

| FISCAL YEARS | FY'95 | FY'96 | FY'97 |
|-----------------------------------|------------------|------------------|------------------|
| Cases Settled | 163 | 155 | 172 |
| Monetary Benefits Received | \$536,596 | \$539,992 | \$348,450 |
| RESOLUTIONS: | /////// | /////// | /////// |
| No Probable Cause | 610 | 705 | 658 |
| Administrative Closures | 182 | 321 | 279 |
| TOTAL | 1062 | 1205 | 1109 |
| Transfers to EEOC/HUD | 107 | 24 | 62 |
| Findings of Probable Cause | 30 | 29 | 26 |

CASE PROCESSING DEPARTMENT ACTIVITY

The Legal Department is staffed by the General Counsel, three Assistant General Counsels, a Law Clerk/Investigator and an Administrative Assistant. The staff is responsible for all the legal matters which the Commission handles, including litigating probable cause cases, representing the agency in all legal proceedings, providing training to staff on legal matters, reviewing proposed legislation for legal accuracy and consulting with staff on particular legal matters.

SIGNIFICANT LEGAL DEVELOPMENTS

Lucita Matthews v. Maryland Commission on Human Relations, et al, Circuit Court for Howard County, Case no.: C95-203-1, decided November 13, 1997.

In *Lucita Matthews v. Maryland Commission on Human Relations, et al*, the plaintiff filed a 126-page complaint containing a Writ of Mandamus action against the Commission. The Plaintiff sought to compel the Commission to accept as timely filed and investigate her employment discrimination charge against Sheriff's Department of Carroll County, which had already been filed with the U. S. Equal Employment Opportunity Commission ("EEOC") and to declare that the sheriff's department had breached a settlement agreement which resolved a prior discrimination charge. The Commission filed a Motion to Dismiss. The Fifth Judicial Circuit (Carroll County) granted the Commission's Motion and dismissed the lawsuit against the Commission. The Court reasoned that the Commission's refusal to duplicate the efforts of EEOC in accepting and investigating Plaintiff Matthew's discrimination charge was not arbitrary or capricious and the Commission had discretion, which Plaintiff Matthews agreed to in writing, to determine compliance and to

determine whether to take enforcement action, to secure compliance as to whether it would declare a breach of a settlement agreement and institute judicial enforcement proceedings and its refusal to do so was not improper.

Phillips v. The Antique Station, OAH No.: 95-CHR-FRED-205-08 (ALJ Susan Officer, order issued November 16, 1996)

In *Phillips v. The Antique Station*, the Complainant filed a complaint of discrimination alleging that a significant portion of Respondent's place of business, an antique mall, was not accessible to her because of her disability, polio and use of a wheel chair. There was no access to the second level of the antique mall by a wheelchair user and there was insufficient clear path of travel within and around the booths in the mall.

Administrative Law Judge Officer issued a consent order wherein the Antique Station was ordered, as a reasonable accommodation, to rearrange display items to afford "proximate view" to wheelchair users, to create aisles and continuous path of travel 36 inches wide, erect ramps to connect two levels, and

install a safety railing along the curb of the two levels, all in accordance with the Americans with Disabilities Act Administrative Guidelines.

State Com'n on Human Relations v. Suburban Hospital, Inc.,
113 Md.App. 62 (Dec. 26, 1996).

In *MCHR v. Suburban Hospital* the Court of Special Appeals became the first Maryland court to address the question of whether a private physician, who is a member of a hospital's medical staff with privileges to admit and treat patients at the hospital, is protected from discrimination under the Employment Discrimination subtitle of Article 49B. The issue was decided in the context of a complaint for temporary injunctive relief filed by MCHR in 1996 in the Circuit Court for Montgomery County to prevent Rockville-based Suburban Hospital from terminating the privileges of Dr. Carol Bender, a female internist who has worked at Suburban since 1977.

MCHR alleged that Dr. Bender was an "employee" within the meaning of Article 49B due to the substantial amount of control that the hospital exercised over her work and Bender's economic dependence on the hospital, which supplied the facilities, equipment and support staff that she needed to care for her patients, provided fringe benefits, and controlled access to new patients through its "on-call" roster. Relying on *Sibley Memorial Hospital v. Wilson*, 488 F.2d 1338 (D.C.Cir. 1973), MCHR also alleged that Bender was covered by Article 49B because Suburban's actions would discriminatorily interfere with her employment opportunities with patients, other hospitals, managed care organizations and other third parties. In opposition, Suburban contended that Bender was an "independent contractor" rather than an "employee" because she maintained a separate private office for her medical practice and was paid by her patients, not by the hospital, which also did not provide her. Regarding the "peer review" files, Suburban sought an order

retirement benefits, social security taxes, licensing fees, professional dues, or insurance. Suburban further contended that the "interference" claim should be rejected because the doctor-patient relationship is not one of employment and MCHR had not alleged any existing employment relationship between Bender and any third party.

The Circuit Court, without a hearing or explanation of its decision, refused to issue a temporary injunction and MCHR appealed. The Court of Special Appeals dismissed MCHR's appeal as moot in part and premature in part, but then went on to hold that MCHR's factual allegations were insufficient as a matter of law to show that Dr. Bender was employed by Suburban or that Suburban interfered with any existing employment relationship she had with any third party. On April 11, 1997, the Court of Appeals granted the writ of certiorari and agreed to hear the case.

Bender v. Suburban Hospital, OAH No. 96-CHR-MONT-202-1.

In the public hearing process pending before the Office of Administrative Hearings in *Bender v. Suburban Hospital*, ALJ Geraldine Klauber issued two important decisions denying Suburban Hospital's motions for Protective Orders designed to shield hospital "peer review" files from disclosure and to bar MCHR's attorneys from communicating with the news media about the case.

broadly designating all such documents and related testimony

“confidential,” limiting public access to them and closing the hearings under some circumstances. In her decision, the ALJ ruled that the public has a right of access to the hearing process and records which is guaranteed by the United States Constitution and Maryland Declaration of Rights. Concurrently, she recognized that there is a compelling interest in protecting the privacy of patient medical records and in assuring the free exchange of information during the deliberations of hospital medical review committees. The ALJ concluded that these competing interests could be accommodated by requiring that the names of all patients and physicians be redacted from documents and that fictitious names be substituted, with the actual names kept on a sealed master list.

Suburban filed its motion concerning trial publicity after learning that MCHR’s attorney had been interviewed about the case by the CBS News Program, “60 Minutes,” and by several national newspapers. Arguing that the press statements were made in an effort to prejudice the ALJ and compromise the fairness of the upcoming hearing, and that such statements violated both Article 49B and the Maryland Rules of Professional Conduct, Suburban sought an order barring MCHR from further communications with the press and requiring that it request that the news media not televise or publish the statements. The ALJ rejected these arguments. MCHR counsel’s right to make public statements about important cases, she ruled, is guaranteed by the First Amendment and authorized by Article 49B, Section 13, which prohibits publicity only until such time as a case reaches the public hearing stage. Moreover, an ALJ, like a trial judge, is presumed to be able to discount highly prejudicial information and remain impartial in reaching a decision.

MCHR v. Westminster Woodwork & Lumber Co. & Eugene Williamson, Civil No. C-95-19387OC (June 4, 1997).

In *MCHR v. Westminster Woodwork et al* the Circuit Court for Carroll County became the first court in Maryland to impose a jail sentence on a respondent in a case brought under Article 49B.

At a public hearing in 1994 Westminster Woodwork & Lumber Co. and Eugene Williamson, its owner, president and chief executive officer, were found guilty of engaging in a pattern and practice of sexual harassment against female employees, including Denise Livesay and May Muller. Williamson was also found to have illegally terminated Livesay’s employment in retaliation for her protest of the harassment. ALJ Melanie A. Vaughn ordered Williamson and his company to reinstate Livesay to her former position, to pay her lost wages of \$2,137 plus 6% prejudgement interest per annum, and to adopt, implement and enforce an anti-sexual harassment policy applicable to all employees. In addition, Williamson was ordered to undergo professional counseling at his own expense.

MCHR filed suit in the Circuit Court to enforce the order of relief after Williamson and his company repeatedly refused to respond or to comply with it. After lengthy delays caused by Williamson’s ongoing efforts to evade service of process, the Court, in November 1996, affirmed the ALJ’s decision and ordered both respondents to immediately comply with the outstanding order. When Williamson again refused to comply, MCHR filed a petition to hold Williamson and his company in contempt of Court and requested that Williamson be incarcerated to compel his compliance with the order.

At a contempt hearing before Judge Raymond E. Beck on June 4, 1997, Williamson contended that it was impossible to comply with the order because his company no longer existed and hand

no employees. He further contended that he was an unemployed “soccer mom” and could not personally afford to pay Livesay the monetary relief. He admitted, however, that he and his wife jointly owned two houses, one of them in Hunt Valley and worth more than one million dollars, as well as three automobiles and a **MCHR v. Dunleer Co. & Wallace Campbell & Co., Inc., Civil No. 03-C-96-011695 (Nov. __, 1996).**

In *MCHR v. Dunleer et al* MCHR succeeded in obtaining a temporary injunction from the Circuit Court for Baltimore County to prevent a landlord from evicting a mentally disabled tenant from her apartment because of her disability and in retaliation for her previous charges of discrimination.

The complainant was a tenant in a federally-subsidized apartment complex who suffered from multiple mental disorders, which included dissociative personality disorder, borderline personality disorder, panic disorder and depression. Her psychologist testified that she was not physically aggressive or assaultive, but that she did exhibit symptoms of hyper vigilance, habitual complaining, and a tendency to over react emotionally to real and perceived problems and situations. Due to her social isolation and feeling of abandonment, she kept several cats in her apartment.

Beginning in 1995, the landlord accused the tenant of “harassing” other tenants and the landlord’s employees and violating the “no pet” policy. When the landlord sought to evict the tenant for “breach of lease,” she responded by filing a series of discrimination charges. A Maryland district court upheld the eviction. MCHR investigated the charges and found that many of her complaints to the landlord were legitimate and concerned the disruptive--and sometimes illegal--behavior of other tenants in the building. Some tenants engaged in conduct similar to or even worse than the complainant’s alleged conduct but were not

boat. At the hearing’s conclusion, Judge Beck found Williamson in contempt of the order. He sentenced him to serve 179 days of incarceration at the Carroll County Detention Center, to commence in 30 days unless he paid the \$3,309 he then owed to Livesay. He paid. threatened with eviction.

In seeking temporary injunctive relief, MCHR argued that the tenant would be irreparably harmed if the eviction was allowed to occur. If evicted, she would be rendered homeless, lose her federal housing subsidy, and would be likely to suffer major trauma, depression, and increased social isolation. Moreover, such an eviction, if allowed to stand, would have “a chilling effect” on future MCHR complainants and harms MCHR’s institutional interests as a law enforcement agency.

Shaffer v. Prince George’s County, OAH No. 95-CHR-PGCO-205-06 (Oct.24, 1996).

The Administrative Law Judge, Susan L. Officer, ruled in *Shaffer v. Prince George’s County* that the Police Department committed unlawful handicap discrimination when it refused to hire Alan L. Shaffer as a police officer because of his visual impairment.

Mr. Shaffer was rejected under a medical standard that summarily disqualified any police applicant whose uncorrected visual acuity was worse than 20/100 in both eyes, whether or not the vision was correctable with glasses or contact lenses and without regard to the individual’s qualifications or experience. Tests revealed that Shaffer’s uncorrected acuity was 20/100 in both eyes--the beginning point for “legal blindness” if not correctable--but that with glasses or contact lenses it was correctable to 20/20, or normal vision. Evidence showed that with corrective lenses, Shaffer was not limited in any of his life activities, and had, in

fact, worn soft contact lenses for years without difficulty. However, without such correction, he was unable to safely drive an automobile, to engage in various recreational activities, or to The County contended that its visual standard qualified as a bona fide occupational qualification (“BFOQ”) because police work requires good vision and an officer with poor uncorrected vision might have his or her glasses or contact lenses dislodged in a struggle or be forced to remove them due to eye irritation or exposure to tear gas, dust, smoke or toxic fumes. This was disputed by Dr. Barry M. Weiner, an optometrist and expert witness called by MCHR, who testified that most police officers can safely and effectively wear soft contact lenses while on duty and that the risk of such adverse events is minimal The ALJ in her decision also gave weight to the fact that Shaffer had been hired and worked as a Howard County police officer following his rejection by Prince George’s. In addition, five police officers from other Maryland police departments testified that their visual acuity was similar to Shaffer’s acuity but that with soft contact lenses, they had been able to safely perform the full range of police duties without problems.

In deciding the appropriate relief, the ALJ rejected the County’s contention that all relief should be barred because it had discovered misrepresentations on the personal history statement that Shaffer filed with his original application and that such evidence would have independently justified the refusal to hire him. Adopting the U.S. Supreme Court’s decision in McKennon v. Nashville Banner Pub. Co., 513 U.S. 352 (1995), the ALJ ruled that this “after acquired evidence” rendered an order to hire Shaffer inappropriate, but that it did not bar other forms of relief. Accordingly, she awarded Shaffer back pay of \$13,898 plus prejudgment interest of 6% per annum and ordered the County to revise its medical standards to require individualized assessments of all police applicants and employees with visual impairments, and to require that such persons be denied employment only if

work at various jobs he previously held.

their visual impairments preclude them from working or pose reasonable probabilities of hazards.

Patterson v. Kennedy Kreiger Institute, OAH No. 95-CHR-BCTY-201-04 (Jan. 27, 1997).

ALJ Cornelia Bright Gordon ruled that Kennedy Kreiger Institute (KKI) discriminatorily disciplined a black receptionist who missed time from work to be with her gravely ill son and forced she to quit her job because of her race. The ALJ ordered KKI to reinstate Gloria Patterson and pay her \$39,254 I back pay plus 6% prejudgement interest.

Ms. Patterson was a single parent whose infant son, Terrence, was born blind and suffered from hydrocephalus, mental retardation and cerebral palsy. In 1991, Patterson moved to Baltimore so that Terrence could undergo treatment at Johns Hopkins Hospital and KKI. She became employed at KKI as a receptionist. Evidence showed that she was the only black employee in her department, and that all of her supervisors were white. One of the supervisors repeatedly made unfair accusations about Patterson’s work, told “black jokes” and used the word “nigger” in her presence.

During this time, Terrence’s condition became life-threatening and he was repeatedly hospitalized. As his mother, Patterson often had to leave her work station with little notice or take approved leave in order to be with Terrence and to authorize treatment. In March 1992, she took approved leave to be with her son while he underwent major surgery that doctors estimated he had only a 50% chance of surviving. The evidence showed that upon her return, Patterson’s supervisors gave her a “final written

warning” concerning her attendance and told her that she needed “to make a choice.” She resigned a week later, feeling that she had no choice but to resign since she was likely to miss more The ALJ also found that following Patterson’s resignation, KKI hired a white female to take her place and a black female to take the place of the person who had formerly supervised Patterson. Evidence showed that the white replacement frequently walked off the job due to difficulties with her son and was absent on leave for much longer periods than Patterson had been. In contrast to its treatment of Patterson, KKI never gave the white receptionist a warning or other discipline for missing work. KKI also refused to permit the employee’s black supervisor to evaluate or take disciplinary action against her.

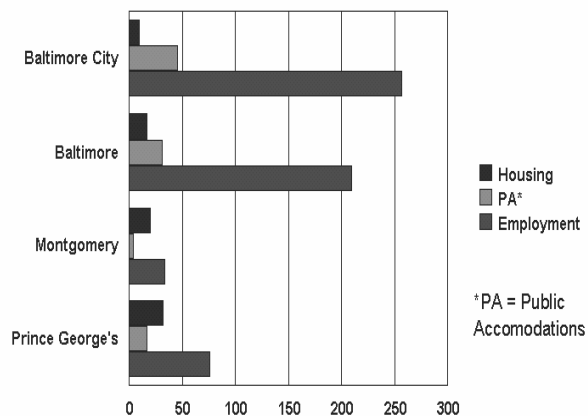
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| |
| LEGAL DEPARTMENT ACTIVITY |

work in order to care for Terrence, who remained in critical condition.

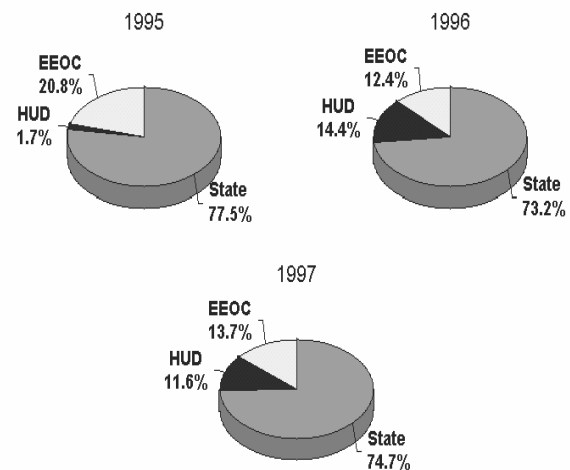
| FISCAL YEARS | FY' 95 | FY'96 | FY'97 |
|---|---------------|--------------|--------------|
| Cases Certified for Public Hearing | 31 | 29 | 24 |
| Statements of Charges Filed | 21 | 11 | 16 |
| Decisions Rendered by ALJ | 11 | 5 | 3 |
| Appeal Panel Decisions | 5 | 3 | 3 |
| Appeals to Court | 7 | 10 | 12 |

APPENDIX

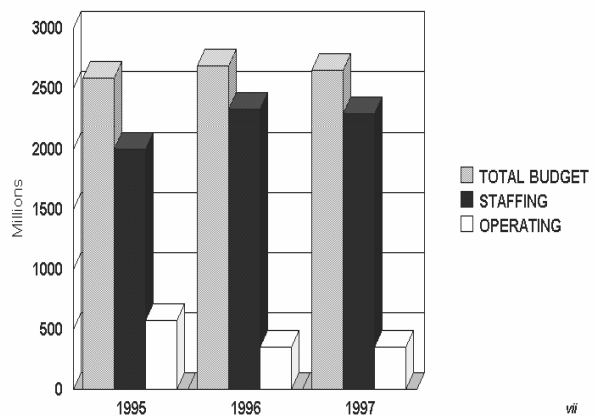
**Complaints By County of Respondents
(July 1, 1996 through June 30, 1997)**



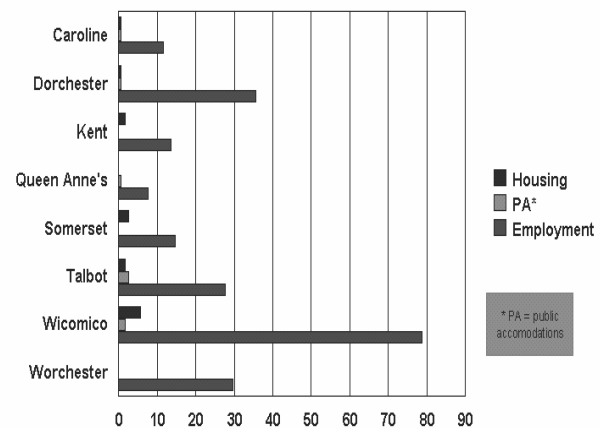
ANNUAL OPERATING BUDGET FUNDING SOURCES



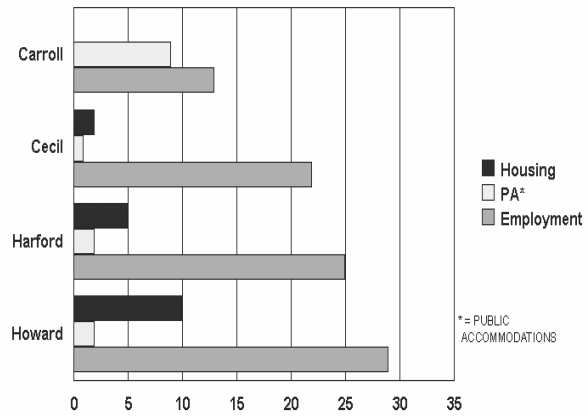
**ANNUAL OPERATING BUDGET EXPENSES
FY'97**



**Complaints By County of Respondents
(July 1, 1996 through June 30, 1997)
EASTERN SHORE MARYLAND**



NORTHERN MARYLAND
Comparison of Counties
Complaints By County of Respondents
(July 1, 1996 through June 30, 1997)



* = PUBLIC
ACCOMMODATIONS

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(This list reflects all persons employed anytime during Fiscal Year 1997 (July 1, 1996 through June 30, 1997).

OUR STAFF

EXECUTIVE DEPARTMENT

JENNIFER BURDICK
(RESIGNED)
HENRY B. FORD
EXECUTIVE DIRECTOR

HENRY FORD
DEPUTY DIRECTOR
(UNTIL JUNE 1997)

BOBETTE T. WATTS
(RESIGNED AUG. 1996)
PAMELA JENKINS-DOBSON
EXECUTIVE ASSISTANT

JOANN COLE
ADMIN. ASSISTANT

ADMINISTRATIVE SERVICES DEPARTMENT

BENNY F. SHORT
ASSISTANT DIRECTOR

BARBARA WILSON
ADMIN. ASSISTANT

BERNADETTE CRAWFORD
(RETIRED OCT. 1996)
ADMIN. OFFICER

RENEE HICKMAN
OFFICE ASSISTANT

KATHY STEWART
SR. FISCAL SPECIALIST

DATA MANAGEMENT BRATHLEY
E. SMITH
DATA PROC. MANAGER

KEITH WITTE
DATA ASSISTANT

LEGAL DEPARTMENT

GLENDORA C. HUGHES
GENERAL COUNSEL

KATHY BRITTON-BRACEY
LEE HOSHALL
JONATHAN SILLS
ASSISTANT GENERAL
COUNSELS

PATRICIA WOOD
LAW CLERK

ANNE COOK-VINES
ADMIN. ASSISTANT

CASE PROCESSING DEPARTMENT

ROBERT BARNES
(RETIRED OCT. 1996)
CAROLYN JASMIN
CASE PROCESSING MANAGERS

INTAKE UNIT

CHARLES HARVEY (RETIRED
APRIL 1997)
CAROL UHLER-FORD
UNIT SUPERVISOR

DEMETRIUS BRUNSON
PATRICEA CARTER
CHRISTINA COTHREN
KATHIE GREEN
CYNTHIA JOHNSON
JOANN MAYES

DIANE OLIVER

BARBARA TURNER
RAYMONA WALKER
INTAKE STAFF

INVESTIGATIVE UNITS:

Unit 1

LINDA MASON
UNIT SUPERVISOR

GARY MONROE
WILLIE OWENS

JUNE POWELL
MARY STARKE
INVESTIGATORS

Unit 2

JEAN FORD
UNIT SUPERVISOR

PRISCILLA JOHNSON
FREIDA MORGAN
JONATHAN RIDDIX
ELAINE SYKES
LISA TURPIN
INVESTIGATORS

HOUSING UNIT

CHARLES BLUE
UNIT SUPERVISOR

TERRY FULTON
VALERI MCNEAL
CAROLYN VENEY
WILLIAM WILSON
DEANNA ZAVALA
INVESTIGATORS

ROGER WOLF

FIELD UNIT

J. NEIL BELL
UNIT SUPERVISOR

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LEOLA DUBLIN
BONNIE HERNANDEZ
JACQUELINE JONES
JOSEPHONE MERRILL

CATHERINE SKAGGS
STACY TEMPERT
LISA TURPIN
LINDA WATKINS-HENRY
INVESTIGATORS

INTERNS/ VOLUNTEERS

JEDA FLETCHER
SABRIYAH JONES
SONAL MEHTA
TIJUANDA ROBBINS
SHEILA SINGLETON
YOLANDA SONNIER

MEDIATORS

PAUL BROWN
EMRIED D. COLE, JR.
MICHAEL GALLAGHER
MARK GLEASON
CHARLES HARVEY
IRWIN KAPLAN
JOSEPH KAUFMAN
PAUL B. LANG
JOHN LIVINGOOD
BROADUS MATTHEWSON
CHERYL A. MCLEOD
DEBORAH SCHWARZ
MELANIE VAUGHN
KIMBERLY WARREN
LAWRENCE WESCOTT
MICHAEL WILSMAN