

**ANNUAL REPORT**

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**JULY 1, 1992 – JUNE 30, 1993**

**HAWAI'I  
CIVIL  
RIGHTS  
COMMISSION**

**JOHN WAIHEE,**  
*Governor*

**DAYTON NAKANELUA,**  
*Director, Department of Labor & Industrial Relations*

**AMY AGBAYANI,**  
*Commission Chairperson*

**LINDA TSEU,**  
*Executive Director*

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# INTRODUCTION

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The Hawai'i Civil Rights Commission (HCRC) was established by the Legislature in 1988 under Act 219. The Act and its subsequent amendments declare that discriminatory practices—based on race, color, religion, age, sex, sexual orientation, national origin, ancestry, or disability\*—in employment, housing, public accommodations, or access to services receiving state financial assistance are against public policy. The Commission's mandate is to provide a uniform procedure for the enforcement of the state's discrimination laws. The HCRC opened its doors to the public on January 2, 1991.

The Commission is comprised of five (5) members, all of whom are volunteers appointed by the Governor on the basis of their knowledge and experience in civil rights matters and a demonstrated commitment to the preservation of the civil rights of all individuals. The members include persons from private sector business, the University of Hawaii, people with disabilities, and community groups.

The HCRC is attached to the Department of Labor & Industrial Relations (DLIR) for administrative purposes. The Commission oversees a staff of approximately twenty-six (26) persons who are divided into two separate sections (enforcement and adjudication) to carry out its functions. Pursuant to Hawai'i Revised Statutes (H.R.S.) § 368-3, these functions are to:

- 1) receive, investigate and conciliate complaints alleging any unlawful discriminatory practice under H.R.S. Chapter 368 (programs and activities receiving state financial assistance), Chapter 489 (public accommodations), Chapter 515 (real property transactions) and part

I of Chapter 378 (employment practices);

- 2) issue complainants right-to-sue letters which allow them to file actions in circuit court;
- 3) hold administrative hearings on such complaints and order appropriate legal and equitable relief or affirmative action when a violation is found;
- 4) commence civil actions in circuit court to seek appropriate relief, including the enforcement of any commission order, conciliation agreement, or predetermination settlement;
- 5) issue publications, results of investigations, and research that in its judgement will tend to promote goodwill and minimize or eliminate discrimination in employment, housing, and public accommodations.

The accompanying report is submitted pursuant to H.R.S. §§ 368-4 and 515-9, and serves as a review of the major accomplishments and problems faced by the Commission during the fiscal year of July 1, 1992–June 30, 1993.

\* certain bases are not protected under all laws.

## ADMINISTRATIVE PROCEDURE

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Two requirements must be fulfilled before the HCRC can accept a complaint of discrimination:

- there must be a “basis” for the alleged discriminatory action; the complainant has to have been treated in an unequal, unfair manner because of race, sex, or other protected basis.
- the complaint must be filed with the HCRC within 180 days of the alleged incident (or the most recent incident if there is a recurring pattern of discrimination).

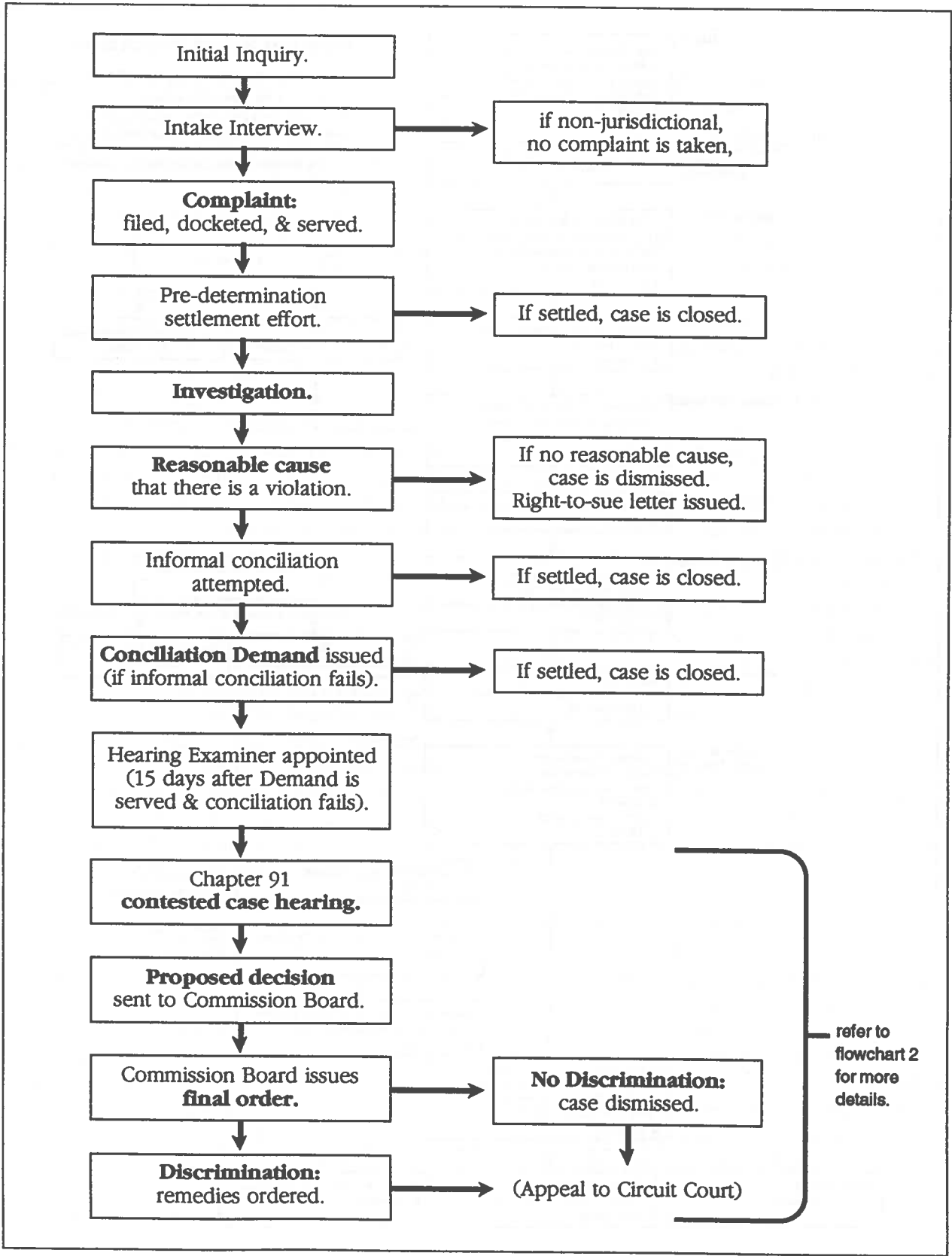
After a **complaint** is filed, a HCRC investigator begins a neutral, fact-finding **investigation** collecting documents and contacting witnesses from both the complainant’s and respondent’s sides. The investigator also explores the possibility of settling the complaint. If a preponderance of the evidence shows that there is no “reasonable cause” to believe that discrimination has occurred, the case is closed and a right-to-sue letter is issued. A right-to-sue letter can also be issued complainants at any time if they wish to file their own civil suit.

If **reasonable cause** is determined, the HCRC enforcement staff attempts to conciliate or settle the complaint. If conciliation is unsuccessful, a **hearing** is scheduled. An HCRC enforcement attorney presents the case in support of the complaint before an impartial HCRC hearings examiner. The respondent (represented by themselves or any counsel of their choice) also presents its case at this time. The complainant may also be represented by counsel or other representative. The hearings examiner issues a **proposed decision** based on the evidence.

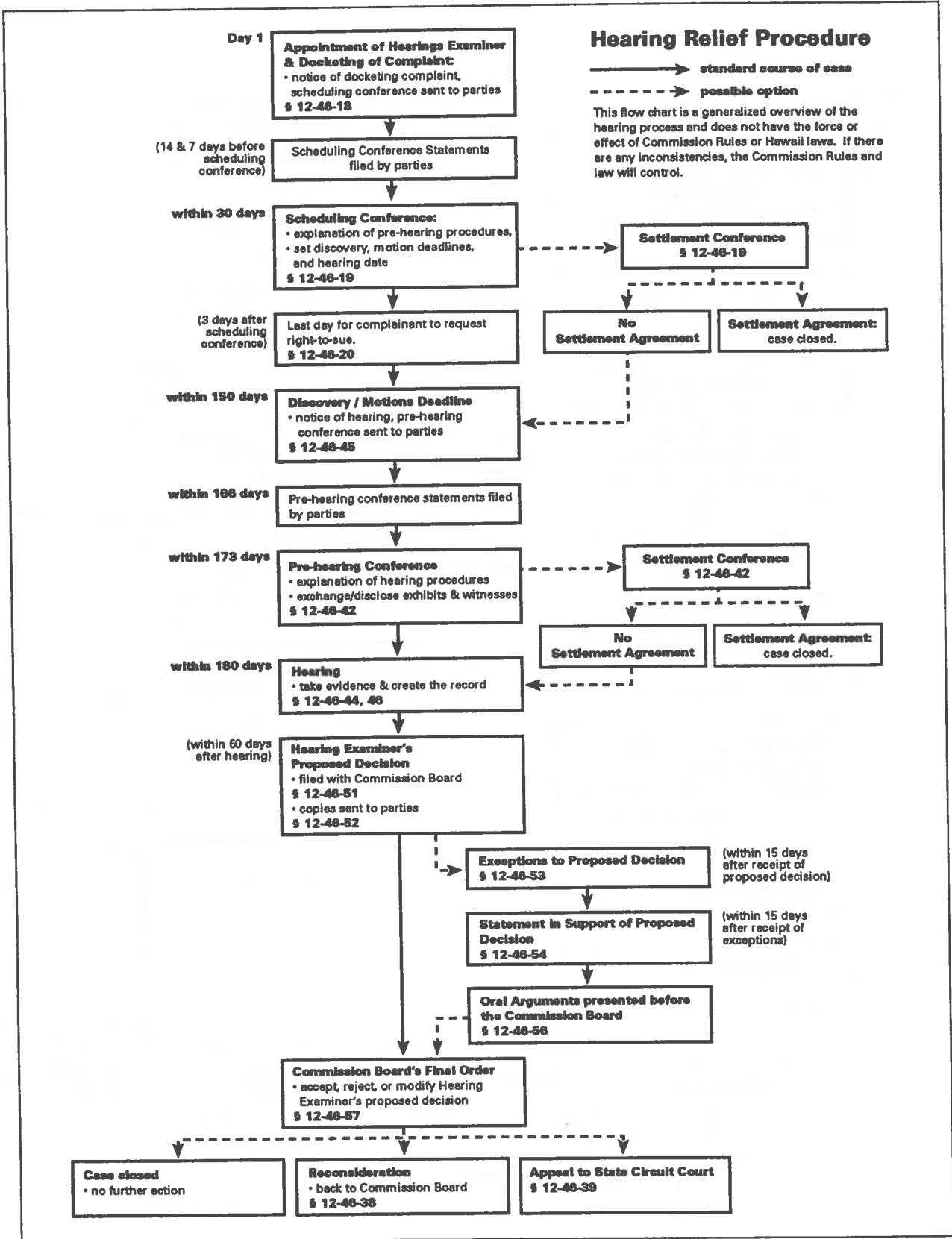
The proposed decision and the hearing record is then reviewed by the five-member Commission Board. The parties are able to file written

exceptions and present oral arguments to the Board. The Board accepts, rejects, or modifies the proposed decision, issues a **final order**, and awards remedies if appropriate. This decision is legally binding. If either party feels that the decision is unfair, they have 30 days to file an **appeal** in the Circuit Court. This procedure is illustrated in flowchart #1 on the facing page.

The hearing relief procedures are presented in greater detail in flowchart #2. The timeframes for these administrative procedures are highlighted, as are the Hawaii Administrative Rules that govern these procedures.



Flowchart 1: HCRC administrative procedures.



Flowchart 2: Hearing relief procedures.

## LITIGATION & RULINGS

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### **ADMINISTRATIVE HEARINGS:**

In accordance with Hawaii Administrative Rules 12-46, one case was docketed with the hearings examiner in which the Executive Director found reasonable cause that a violation occurred during this fiscal year. The Smith v. MTL case was heard by the hearings examiner during this year. It involved allegations of race, color, and sex discrimination against an African woman and her son by a MTL bus driver. The driver drove erratically causing the complainants to fall, passed their bus stop, and also used slurs such as "nigger," "black thing," and "mama." At the time, Smith was a student at Chaminade University. Following the incident, she was no longer able to ride the bus and also left Hawaii due in part to the trauma suffered from the incident. As of the end of this fiscal year, the Commission Board had not yet issued its decision and order.

The Santos v. Hawaii Flowers Exports case was docketed in the previous year, but the hearing was conducted by the hearings examiner this year and the HCRC Commission Board issued its first final order over this case. The Board found that a supervisor had sexually harassed a female employee by subjecting her to offensive and unwelcome sexual conduct which included sexual propositions, comments, and physical touching over a period of a year and a half. This caused considerable embarrassment, humiliation, and emotional distress to the complainant. In reaching their decision, the Board adopted the "reasonable victim" standard established by the Ninth Circuit Court of Appeals, thus using the perspective of a reasonable woman (because Santos is a woman) to determine whether such conduct would unreasonably interfere with work performance and/or create the hostile work environment. The Board awarded back pay of \$8,700, compensatory damages of \$80,000, and also assessed \$10,000 in punitive damages.

### **DECLARATORY RULINGS:**

The Commission Board issued a final decision and order on one petition for declaratory relief. It

determined the standard to be used to distinguish "employees" who are protected under H.R.S. Chapter 378, and "independent contractors" who are not protected.

### **CIRCUIT COURT:**

During the fiscal year, the Enforcement Section of the HCRC filed two complaints in Circuit Court where the Executive Director found reasonable cause that a violation occurred and conciliation efforts were unsuccessful. Because the alleged acts of harm occurred prior to the new HCRC law and procedures taking effect, they were not subject to the HCRC administrative hearing process. The Yonashiro-Agpaao v. East Brokerage Company case alleges a forced maternity leave by the employer without verifying the employee's condition with the employee's physician. The Augustine v. Kinney Shoes case alleges retaliation because of a previous complaint. Augustine had filed a discrimination complaint while working at one retail branch; when she applied for a job at another branch, she was not hired because of her earlier filing. Both cases are still pending.

The Buchholz v. Westin Kauai case, which alleged religious discrimination, was pending in court from the previous year. However, an out-of-court settlement was reached during this fiscal year.

### **HAWAII SUPREME COURT:**

The HCRC filed an amicus brief with the Hawaii Supreme Court in Ross v. Stouffer Waiohi Resort on the issue of the statute of limitations for filing a discrimination complaint. The Commission's position is the timeline for filing a complaint begins when the adverse action occurs, not when the employer notifies the employee that he will be terminated at a future date. This case involved marital status discrimination in employment. The Court has heard oral arguments, but has not yet rendered a decision.

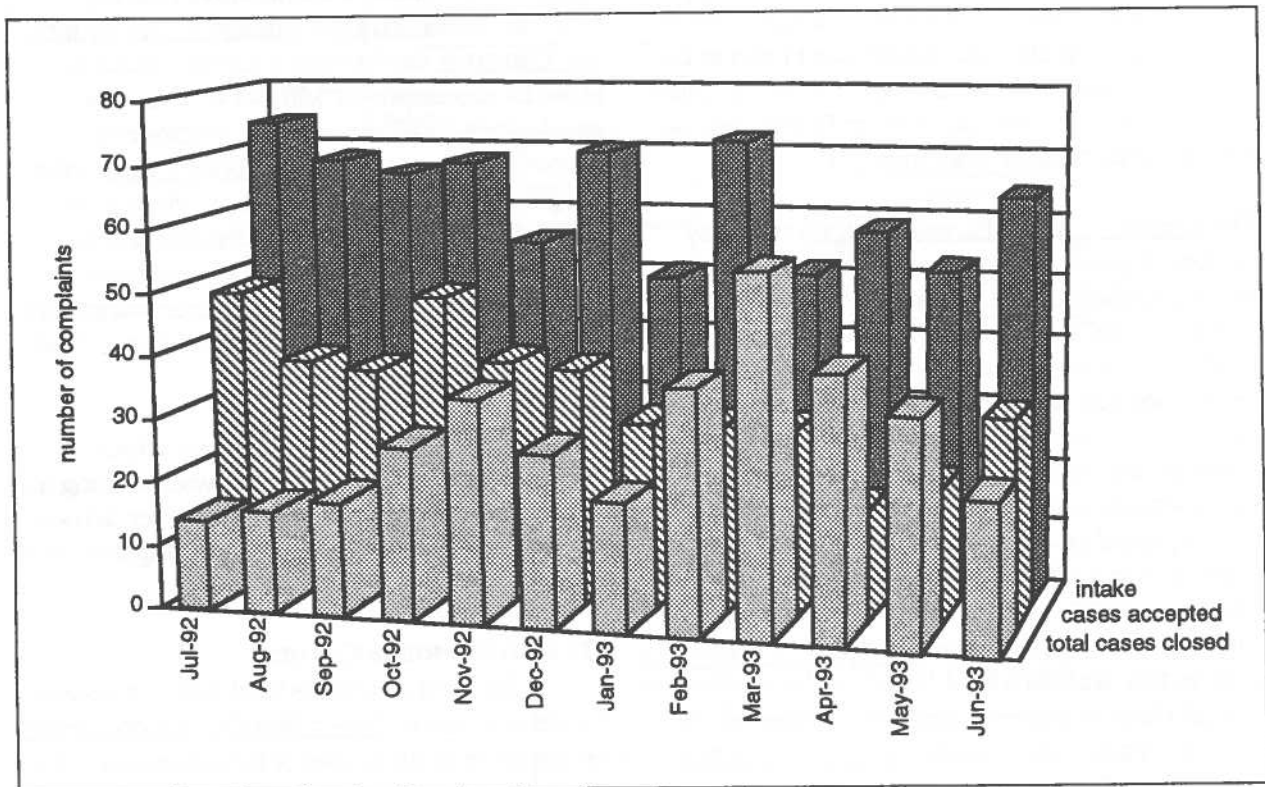
# CASELOAD DEMOGRAPHICS

There were 5,616 telephone and walk-in inquiries with the HCRC during this fiscal year. This led to 748 intake interviews between investigators and complainants, of which 59.5% of those interviewed were women and 40.5% were men. The intake interviews resulted in 401 new charges of discrimination being actually accepted by the HCRC, averaging 33.4 new cases per month.

350 cases were closed during this period for an average monthly closure rate of 29.2 by HCRC investigators (or 26.8 cases, discounting transfers

to the EEOC). There were eight "cause" determinations during the fiscal year. 29 cases that were pending HCRC investigation were transferred to the EEOC for investigation. Case closures averaged 392 days per closure, but this figure remains skewed due to the fact that the caseload still included some of the 266 backlog cases transferred from the Department of Labor and Industrial Relations on January 1, 1991.

As of June 30, 1993, the active caseload for HCRC investigators was 642 cases.\*



Graph 1: Intake interviews, accepted cases, and closed cases.

The legend abbreviations are: "intake" for initial intake interviews with HCRC investigators (in person or by telephone); "cases accepted" are cases under the jurisdiction of the HCRC and accepted as official charges of discrimination; and "cases closed" represents active cases that were closed by HCRC investigators.

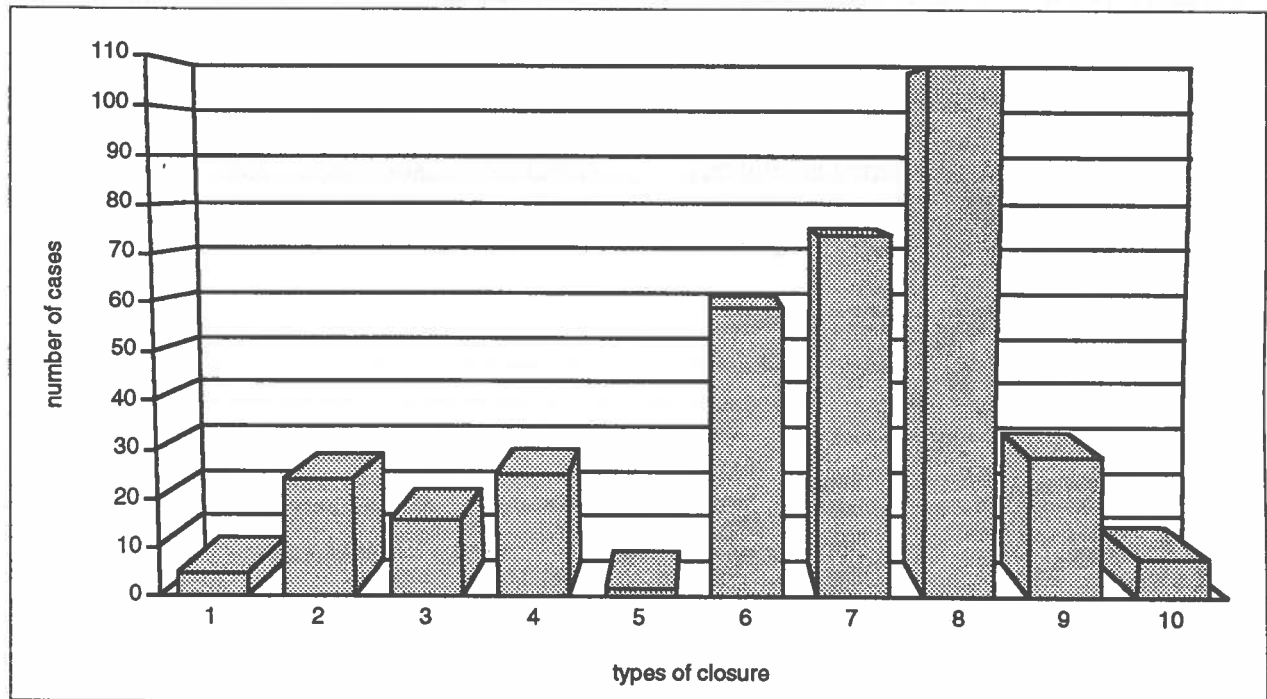
\* Note that caseload demographics will be some-what different compared to earlier annual reports due to a change in compiling data. The new figures are based only on cases that are under active HCRC jurisdiction and investigation; previous data included cases under investigation by the EEOC, but dual-filed with the HCRC. By computing only cases that the HCRC investigates, we hope to provide a more accurate appraisal of HCRC performance.



A review of case closures for this fiscal year shows the following determinations for the closures:

<u>code</u>	<u>type of closure</u>	<u>number</u>	<u>% of total</u>
1)	no jurisdiction	5	1.4%
2)	complaint withdrawn	24	6.9%
3)	complainant not available	16	4.6%
4)	complainant failed to cooperate	25	7.1%
5)	complainant failed to accept a just resolution offer	2	0.6%
6)	complaint withdrawn—court action by complainant	59	16.9%
7)	negotiated settlement or resolution by parties	74	21.1%
8)	insufficient evidence to find reasonable cause	108	30.9%
9)	cases transferred to the EEOC for investigation	29	8.3%
10)	“cause” determination	8	2.3%

The reasons for case closures during the fiscal year are illustrated below:



Graph 2: Closure of all cases of discrimination.

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The total HCRC caseload consists of discrimination complaints in four areas of jurisdiction: employment practices, fair housing, public accommodations, and access to state and state-funded services. Complaints are investigated in the order they are received, except for "priority" cases (i.e., complainant has a terminal illness such as AIDS, is being retaliated against or harassed while on the job, is facing housing eviction).

The HCRC is committed to conducting neutral, thorough investigations. However, the caseload of the investigators has remained at approximately 80 complaints per investigator. This has resulted in longer investigations and dissatisfaction on the part of complainants who must wait up to two years to see their complaint resolved. The Legislative Auditor in "A Study on Implementation of the Civil Rights Commission for the State of Hawaii" (Report #89-8, January 1989), stated that investigators can handle only 25-35 cases at any given time. The current caseload of the investigators far exceed this amount, and cannot be sustained indefinitely. Compounding this problem has been the passage of state and federal civil rights laws (the

Americans with Disabilities Act, the Fair Housing Amendments Act, and amendments to Chapter 378 covering discrimination on the basis of sexual orientation). These laws have increased awareness of civil rights protections on the part of complainants, which in turn has led to an increase in the number of complainants who file with the HCRC.

The basis of discrimination affects investigation time. For example, it is usually easier to confirm facts in a pregnancy case than in a race allegation. Also, the complexity of the case affects investigation time. A complaint with multiple bases (i.e., race, age, and sex) takes longer because each basis must be separately investigated. Similarly, each of the multiple alleged adverse acts (i.e., not promoted, harassed, terminated) must be investigated. The vast majority of complaints filed with the HCRC cite multiple bases and multiple adverse acts.

The type of case also affects the time of investigation. Employment cases usually take longer to close than housing cases. Closure averages are listed in each with each area of jurisdiction.

# EMPLOYMENT DISCRIMINATION

H.R.S. Chapter 378, Part I, prohibits discriminatory employment practices based on race, sex, sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, assignment of income for child support obligations, or National Guard participation. Examples of such unlawful practices are listed in H.R.S. section 378-2.

The HCRC has a work share agreement with the federal Equal Employment Opportunity Commission (EEOC). Where there is concurrent jurisdiction, the case is "dual-filed" with both agencies, but only the receiving agency conducts the investigation. During the fiscal year, 364 employment cases were accepted by the HCRC, of which 268 (73.6%) were dual-filed with the EEOC.

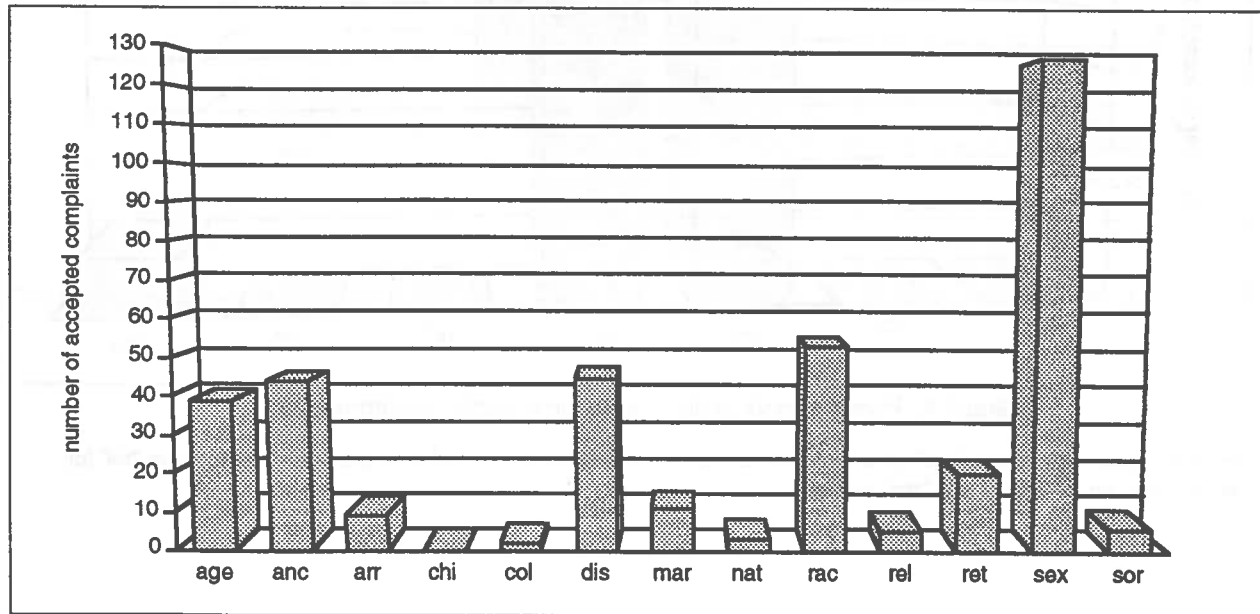
The primary bases of discrimination, as alleged by individual complainants, are shown below for the total employment caseload. It is important to note that the majority of complaints filed with the HCRC listed two or more bases of

discrimination, (i.e., race, sex, and age).

Of new employment cases accepted during the fiscal year, sex was the largest category with 127 cases accounting for 34.9% of all employment discrimination cases. Within the sex category, 29 cases were based on pregnancy (22.8% of all sex discrimination cases) and 42 cases (33.1%) alleged sexual harassment.

Race was the second largest basis with 53 cases accounting for 14.6%, followed by disability with 45 cases (12.4%). Ancestry/national origin cases numbered 44 (12.1%). There were 39 age discrimination cases (10.7%); 20 cases of retaliation (6.5%); 9 cases based on arrest & court record (2.5%); 6 cases based on sexual orientation (1.6%); 5 cases based on religion (1.4%); 3 cases based on National Guard participation; and 2 cases based on color (0.5%).

Employment case closures averaged 413 days for the 308 cases closed during 1992-93.



Graph 3: Primary basis of discrimination in employment practices.

The label abbreviations are: "age" for age; "anc" for ancestry & national origin; "arr" for arrest & court record; "chi" for assignment of income for child support obligations; "col" for color; "dis" for disabilities; "mar" for marital status; "nat" for National Guard participation; "rac" for race; "rel" for religion; "ret" for retaliation; "sex" for sex (including sexual harassment and pregnancy); and "sor" for sexual orientation.

# DISCRIMINATION IN PUBLIC ACCOMMODATIONS

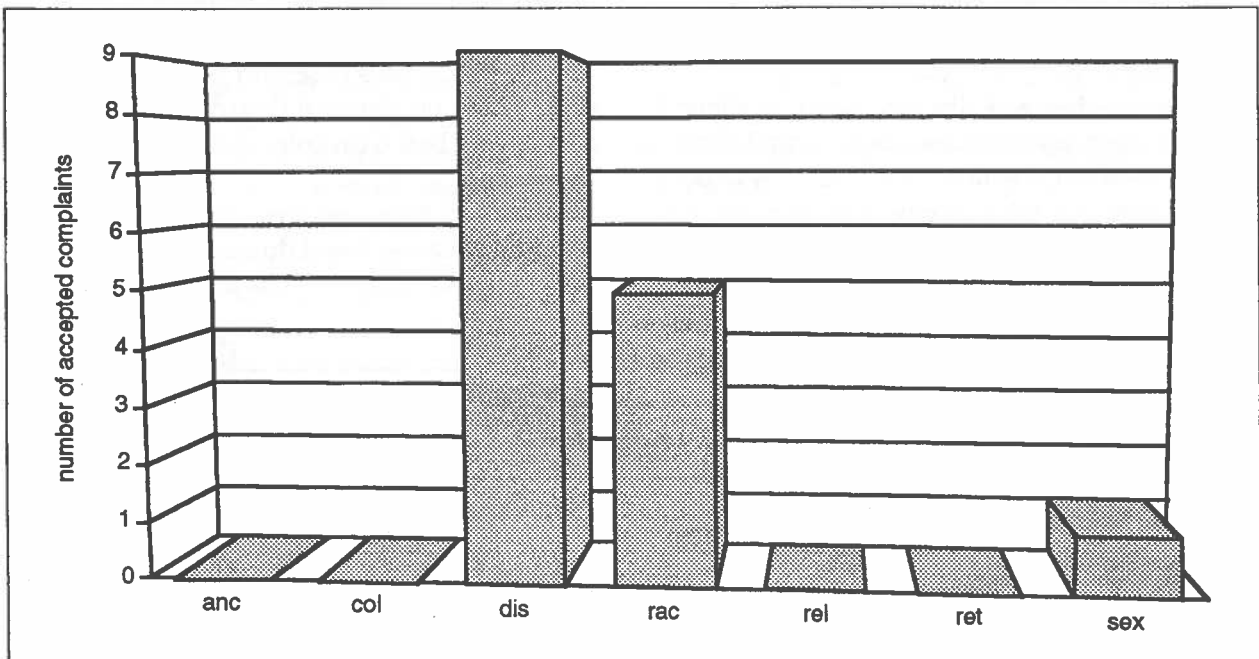
H.R.S. Chapter 489 prohibits unfair discriminatory practices which deny, or attempt to deny, a person the full and equal enjoyment of the goods, services, facilities, privileges, advantages and accommodations of a place of public accommodation on the basis of race, sex, color, religion, ancestry, or disability.

Although it has been unlawful to discriminate in public accommodations since 1986, no state agency was previously charged with the enforcement of this law, although individuals could proceed directly to state court. This changed after the HCRC received enforcement jurisdiction over public accommodations on

January 1, 1991.

During the fiscal year, 15 new cases of public accommodations discrimination were accepted. The bases for discrimination are shown below. There were nine cases of disability discrimination which accounted for 60.0% of the public accommodation cases; five cases were based on race discrimination for 33.3% of the cases. One case was based on sex discrimination.

Public accommodations case closures averaged 229 days for the ten cases closed during fiscal year 1992-93.



Graph 4: Primary basis of discrimination in public accommodations.

The label abbreviations are: "anc" for ancestry & national origin; "col" for color; "dis" for disabilities; "rac" for race; "rel" for religion; "ret" for retaliation; and "sex" for sex.

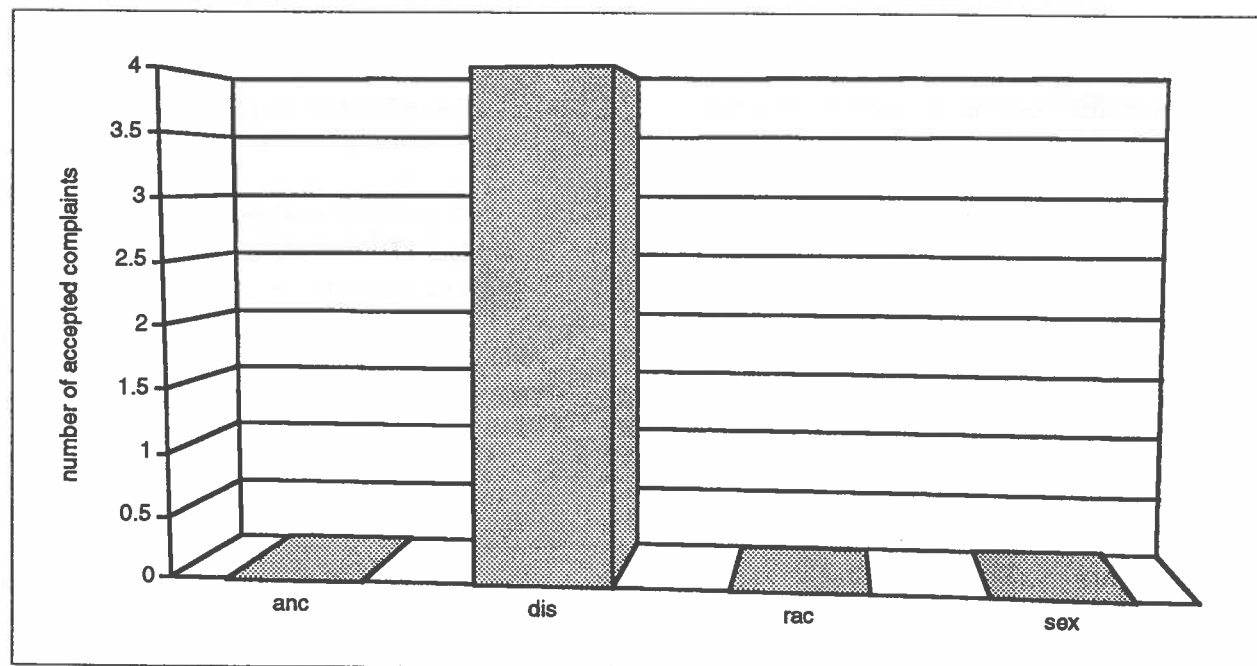
## ACCESS TO STATE & STATE-FUNDED SERVICES AND "COMBINATION" COMPLAINTS

H.R.S. § 368-1.5 prohibits state agencies, or any program or activity receiving state financial assistance, from excluding from participation, denying benefits or otherwise discriminating against persons with disabilities (the only protected class in this area of jurisdiction).

During 1992-93, there were no cases filed solely under § 368-1.5. However, four new "combination" discrimination cases were accepted.

These cases were based on an alleged violation of a combination of access to state & state-funded services discrimination with public accommodations discrimination. All four cases were based on disability discrimination.

Combination case closures averaged 479 days for the eight cases closed during fiscal year 1992-93.



Graph 6: Primary basis of discrimination with a combination basis.

The label abbreviations are: "anc" for ancestry & national origin; "dis" for disabilities; "rac" for race; and "sex" for sex.

# DISCRIMINATION IN REAL PROPERTY TRANSACTIONS

H.R.S. Chapter 515 is Hawaii's fair housing law. It prohibits discriminatory real estate practices based on race, sex, color, religion, marital status, familial status, ancestry, disability, age, or HIV infection. Examples of such unlawful practices are listed in H.R.S. section 515-3 and include actions such as refusing to rent, sell, or enter into financial transactions with an individual because of one or more of the aforementioned bases.

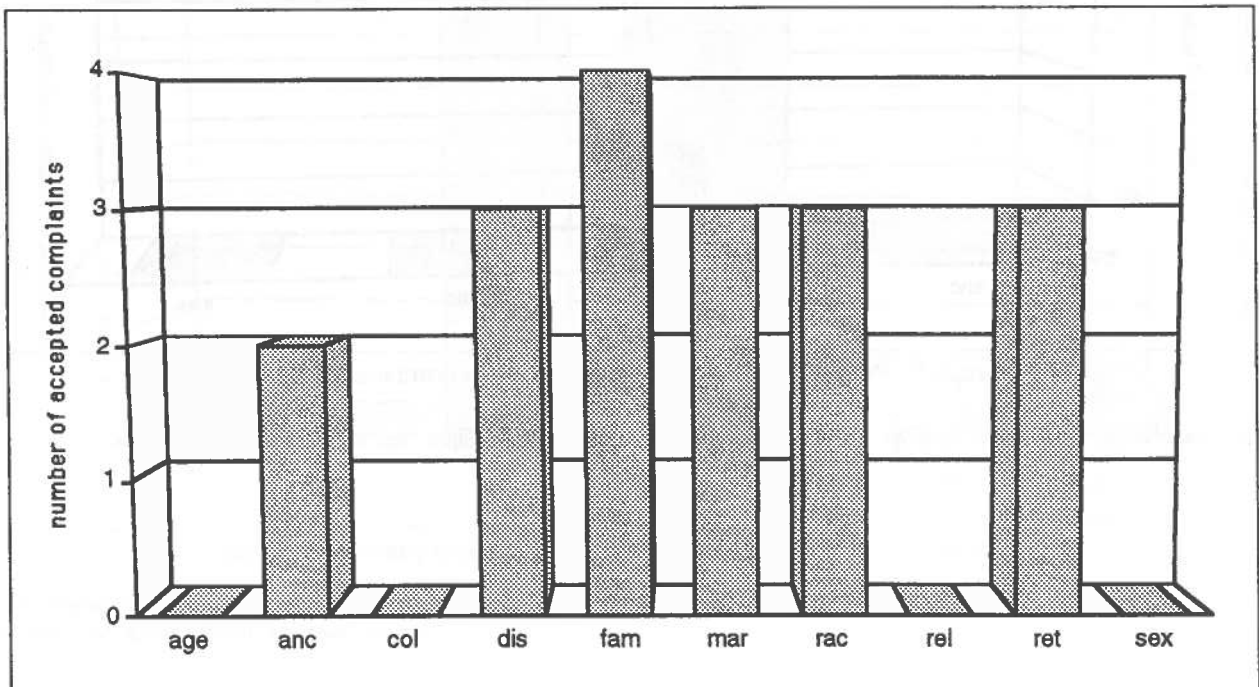
The Office of Consumer Protection (OCP) of the state Department of Commerce & Consumer Affairs handled housing discrimination cases prior to the HCRC receiving jurisdiction of such complaints in 1991.

During the fiscal year, the HCRC accepted 18 cases of housing discrimination. The primary

bases for housing complaints are graphed below. Familial status was the basis for 4 cases (22.2%), followed by three disability, marital status, race, and retaliation cases (each at 16.7%). Two cases were based on ancestry discrimination (11.1%).

Familial status, formerly called "parental" status, has a broad range. It is defined as being a parent with legal custody and domiciled with a minor child, a person domiciled with a minor with written or unwritten permission of the legal parent ("hanai" status), a person who is pregnant, or a person in the process of securing legal custody of a minor (adopting).

Housing case closures averaged 192 days for the 24 cases closed during fiscal year 1992-93.



Graph 6: Primary basis of discrimination in housing transactions.

The label abbreviations are: "anc" for ancestry & national origin; "dis" for disabilities; "fam" for familial status; "mar" for marital status; "rac" for race; "rel" for religion; "ret" for retaliation; and "sex" for sex.

## CASE SETTLEMENTS

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Among this fiscal year's negotiated settlements and conciliation agreements, there were some noteworthy accomplishments. The cash value of the remedies obtained for victims of discrimination through the administrative process exceeded \$200,000 with settlements ranging from an employment letter of reference or rescinding a housing eviction notice, to individual cash settlements exceeding \$20,000. Some cases were settled following a "cause" determination. However, the majority were no-fault settlements which were reached at the pre-determination stage. Many of these settlement agreements did not include monetary relief, but were acceptable to both parties because agreement was reached in: renting the apartment to the family, adjusting the work schedule to permit the employee to attend religious services, transferring the employee to another department, etc.

Believing that education is the best way to prevent future occurrences of discrimination, the HCRC advocates inclusion of management and staff training about anti-discrimination policies, and the posting of appropriate anti-discrimination policies.

Settlements that were illustrative of these goals include:

- a foreign-owned retail company had a verbal policy against hiring African-Americans. They have now adopted a policy of non-discrimination and there will be very strict monitoring of their job applications for the next three years to ensure compliance.
- although passing the actual physical test for a government job, the applicant was disqualified because of an earlier record of a disability. This government entity has now revised their medical standards for hiring, and has allowed the applicant to enroll in the recruit training class. Future applicants will now be individually assessed, regardless of their previous medical history.
- an institution of higher learning denied student housing to a married couple who were both students. A non-discrimination policy has now been adopted and staff have been trained to prevent future occurrences of marital status discrimination.
- a government department refused to permanently hire a janitor because of a perceived disability, although the person had already been performing the job duties on a temporary basis. A new non-discrimination policy was enacted, and to notify other workers of their rights, notices of this policy were placed in a conspicuous location at every worksite.
- a restaurant refused to serve a legally blind person with a guide dog. They have since trained all employees regarding the new non-discrimination policy and have placed notices of this policy at the restaurant entrance.
- in a conciliation agreement for a sexual harassment complaint, a government agency agreed to compel the harasser to attend counseling sessions, in addition to instituting agency training and policy development.

## EDUCATION & OUTREACH

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It is important to conduct education and outreach activities to inform the public of their rights and responsibilities under state law. It is hoped that education will serve as a means of preventing or containing discrimination, with the HCRC eventually seeing a gradual decline in the number of new complaints filed.

During the fiscal year, commissioners and staff participated in numerous education and outreach activities.

### **PRINTED MATTER:**

- publishing a new "What is Employment Discrimination?" brochure and poster to inform employers and employees of lawful and unlawful inquiries in application forms and interviews.
- updating and publishing the general information brochure about the HCRC and its four areas of jurisdiction.
- publishing informational flyers addressing the specific topics of pregnancy discrimination and employment sexual harassment.
- developing and printing a poster on sexual harassment at the workplace.
- publishing an informational flyer about public accommodations discrimination.
- spoke before the Hawaii Hotel Association's hospitality law class.
- General Assembly of Federal EEO Officers and Special Emphasis Program Managers workshop.
- Maui Chamber of Commerce seminar.
- sexual harassment seminar for the Hawaii Institute for Continuing Legal Education and Hawaii State Bar Association—Alternative Dispute Resolution section.
- spoke to a GED class at Waipahu Community School for Adults.
- American Society of Women Accountants seminar.
- spoke at the Hawaii funeral services for Justice Thurgood Marshall.
- participated in the Onipa'a Commemoration activities.
- appeared on a television program entitled "Women at Work" to discuss sexual harassment.
- sexual harassment seminars for the State Senate and the Judiciary.
- speaker for Black History Month at the University of Hawai'i.
- OFCCP seminar for the Construction Liaison Group.

### **SEMINARS, WORKSHOPS & SPEAKING ENGAGEMENTS:**

- sexual harassment workshops at the Governor's Affirmative Action Conference, "The Rights of the People."
- spoke before a church group with a special ministry for gays and lesbians.
- Hawaii Employers' Council seminar on the Americans with Disabilities Act.
- spoke before the Kauai chapter of the Society of Human Resource Managers.
- spoke to the University of Hawai'i employment discrimination law class.
- spoke before security officers at the Sheraton Waikiki Hotel.
- guest speaker on a Samoan radio show.
- Castle High School Work Transition Center information seminar.
- speaker at a meeting for Chevron Food Mart owners.



## LEGISLATIVE HIGHLIGHTS

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The Commissioners and staff of the HCRC testified before the State Legislature on a variety of measures affecting civil rights. Although many bills were introduced, only a few were enacted into law.

- legislation relating to real property transactions was passed to exempt housing for older persons, as defined under federal law, from the prohibition of discrimination on the basis of age.
- legislation was passed to allow the Department of Education and private schools to deny teaching certificates to persons with criminal conviction records. This would create another exception to the prohibition against discrimination on the basis of arrest and court record.
- an appropriation was made to the HCRC to hire two additional investigators to help investigate the large inventory of discrimination cases.

The Commission also provided testimony in support of legislation which would expand its jurisdiction in public accommodations and real property transactions to prohibit discrimination on the basis of sexual orientation. This bill was held in committee, but may be taken up during the 1994 session.

# STAFF OF THE HCRC

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The HCRC completed the organization process and its Organization Plan was approved by the Governor on January 5, 1993. Classification of the positions, subject to state civil service laws, is ongoing. The permanent HCRC staff are comprised of the:

## **Executive Director**

### **Enforcement Staff:**

- Deputy Executive Director
- Enforcement Attorneys (3)
- Information Officer
- Fair Employment Practices Specialist VI
- HCRC Investigator Supervisors (2)
- Investigators (8)
- Secretary III
- Legal Stenographer
- Clerk Typists (4)

### **Adjudication Staff:**

- Chief Counsel
- Hearings Examiner
- Secretary II

## COMMISSION BOARD MEMBERS

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**AMY AGBAYANI:**  
**chairperson (term 1993-97).**

Dr. Agbayani was educated at the University of the Philippines and the University of Hawai'i-Manoa. She holds a Ph.D. in political science and is currently Director for Student Equity, Excellence & Diversity at the University of Hawai'i-Manoa. Dr. Agbayani was previously the Director of Operation Manong at the UH, and Chair of the Inter-Agency Council for Immigrant Services.

**DAPHNE BARBEE-WOOTEN:**  
**commissioner (term 1991-95).**

Ms. Barbee-Wooten was educated at the University of Wisconsin and the University of Washington, where she received a law degree. She currently is an attorney in private practice. In the past, she worked in the Office of the Public Defender and as independent grand jury counsel for the First Circuit Court. Ms. Barbee-Wooten is a member of the Afro-American Lawyers' Association, the Afro-American Association of Hawaii, and a Board Member of the Hawaii Association of Criminal Defense Lawyers.

**JOSEPHINE EPSTEIN:**  
**commissioner (term 1993-97).**

Ms. Epstein was educated at the University of Hawai'i and is a retired LPN who worked at Leahi Hospital. In the past, she has served as a member of the Commission on the Status of Women, and the Commission on Persons with Disabilities. She currently is a member of the Coalition of Hawaii State & County Retirees, and the Hawaii AFSCME Retirees Chapter 646.

**JACKIE MAHI ERICKSON:**  
**commissioner (term 1992-96).**

Ms. Erickson was educated at the University of Denver and the University of Hawai'i where she received her law degree. She is the Vice-President General Counsel, and has been the head of the legal department for Hawaiian

Electric Company since 1981. Previous to 1981, she was a deputy attorney general with the Office of the Attorney General, and also worked as a law clerk for the Hawaii Supreme Court.

**RICHARD J. PORT:**  
**commissioner (term 1992-96).**

Mr. Port was educated at Boston College, Columbia University where he received a Master of Arts degree, and at the University of Hawaii where he received a professional certificate. Recently retired from a position as an education specialist with the Department of Education, he previously worked for the U.S. Agency for International Development in Nigeria and as a member of the Peace Corps in Ghana. He is an ordained deacon assigned to Saints Peter and Paul Roman Catholic Church in Honolulu.

**HAWAII  
CIVIL  
RIGHTS  
COMMISSION**



888 Mililani Street, 2nd floor  
Honolulu, HI 96813

telephone (Oahu): 586-8636

fax: 586-8655

TDD (Oahu): 586-8692

Neighbor Islands (toll-free): 1-800-468-4644 ext. 6-8636

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