

ANNUAL REPORT

JULY 1, 1997 – JUNE 30, 1998

**HAWAII
CIVIL
RIGHTS
COMMISSION**

BENJAMIN CAYETANO,
Governor

LORRAINE AKIBA,
Director, Department of Labor & Industrial Relations

CLAUDIO SUYAT,
Commission Chair

WILLIAM HOSHIJO,
Executive Director

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HCRC MISSION STATEMENT

• The mission of the Hawaii Civil Rights Commission is to eliminate discrimination by protecting civil rights and promoting diversity through enforcement of anti-discrimination laws and education.



INTRODUCTION

Article I, Section 5 of the Hawaii Constitution provides that "no person shall...be denied the enjoyment of the person's civil rights or be discriminated against in the exercise thereof because of race, religion, sex, ancestry".

The Hawaii Civil Rights Commission (HCRC) was established by the Legislature under Act 219, L. 1988 and Acts 386 and 387, L. 1989. The HCRC began its operations on January 2, 1991.

H.R.S. § 368-1 declares that discrimination - 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 - is against public policy*. The HCRC has enforcement jurisdiction over Hawaii's laws prohibiting discrimination in employment (H.R.S. Chapter 378), public accommodations (H.R.S. Chapter 489), housing (H.R.S. Chapter 515), and access to state and state funded services (H.R.S. § 368-1.5). The Commission is mandated to receive, investigate, conciliate, litigate and adjudicate complaints of discrimination, providing a uniform procedure for the enforcement of the state's discrimination laws.

The Commission Board is comprised of five (5) members, who 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 HCRC is attached to the Department of Labor & Industrial Relations (DLIR) for administrative purposes. The Commission Board oversees a staff of twenty-eight (28) persons who are divided into two separate sections, enforcement and adjudication, to carry out its functions.

During FY97-98, the HCRC implemented a priority charge processing system, started its voluntary mediation program, and expanded its public education and outreach. These changes were designed to strengthen civil rights law enforcement, while at the same time providing an alternative dispute resolution process and preventative education.

The accompanying report is submitted pursuant to H.R.S. §§ 368-4 and 515-9.

* certain bases are not protected under all laws.

ADMINISTRATIVE PROCEDURE

Two requirements that must be fulfilled before the HCRC can accept a complaint of discrimination under the anti-discrimination laws it enforces are:

- 1) a person must allege that they have been treated in an unequal, unfair manner because of their "protected basis" (race, sex, ancestry, disability, etc.).
- 2) 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, in certain cases the parties are offered an opportunity to voluntarily **mediate** the complaint. If the parties agree to mediate, the HCRC mediation coordinator refers them to a community mediation center, which schedules and holds mediation sessions. Parties may alternatively choose to hire a private mediator. Otherwise, or if mediation is unsuccessful, an 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 prior to a determination of reasonable cause as to whether discrimination has occurred (**pre-determination settlement**).

If the evidence is insufficient or 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. The right-to-

sue letter can also be issued to 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, then the complaint is docketed for a **contested case hearing**. An HCRC enforcement attorney presents the case in support of the complaint before an impartial hearings examiner. The respondent (represented by themselves or counsel of their choice) also presents its case at the hearing. Under certain circumstances, the complainant may intervene as a party and be represented by counsel or other representative. The hearings examiner issues a **proposed decision** based on the evidence.

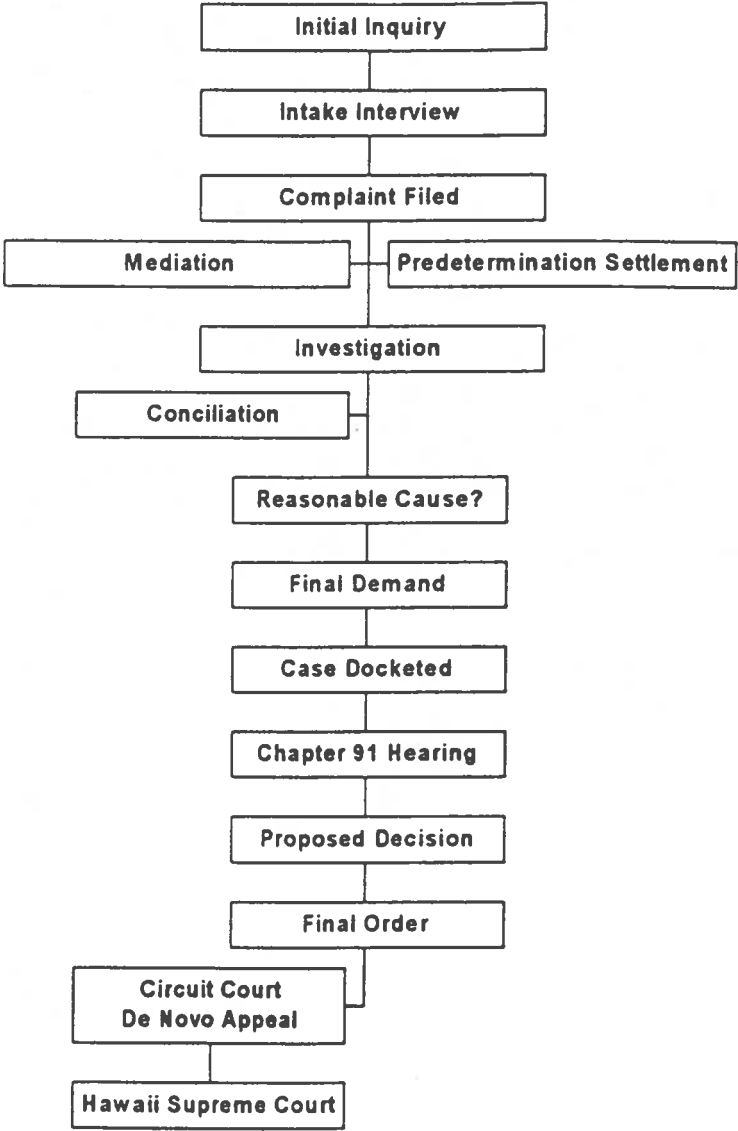
The proposed decision and the hearing record is then reviewed by the five-member Commission Board. The parties may file written exceptions and support statements and present oral arguments to the Board. The Commission Board then accepts, rejects, or modifies the proposed decision, issues a **final decision and order**, and awards remedies if appropriate. This decision is legally binding.

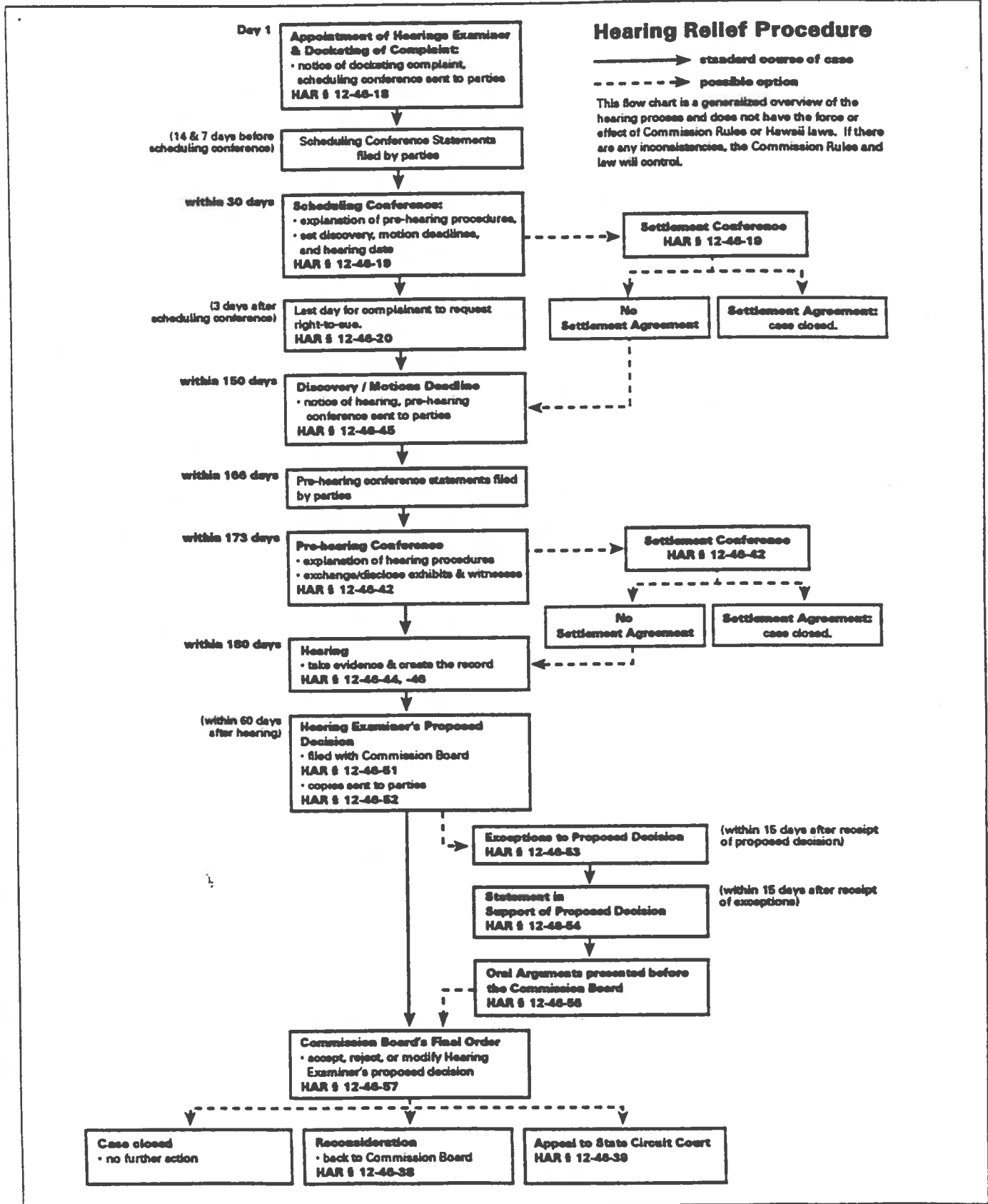
If any party feels that the decision is unfair, they have 30 days to file an **appeal** to the Circuit Court. The HCRC administrative procedure is illustrated in flow chart #1. The hearing relief procedure is presented in flow chart #2. The time frame for the hearing procedures is highlighted, as are the Hawaii Administrative Rules which govern them.

The HCRC enforcement and administrative process is more cost effective than litigation in court. It provides for the investigation of complaints and access to justice to those who would otherwise have no recourse to the legal system. This is particularly important in employment discrimination cases, where employees often have little or no control over evidence. The HCRC enforcement and administrative process also funnels out cases from the court system. If a party wants to bring a case to court, a complaint must first be filed with the HCRC. The primary reason for this requirement is to prevent the courts from being overburdened with non-jurisdictional or non-meritorious cases, or with cases which can be closed or settled in an administrative process. In fact, the great majority of complaints filed with the HCRC are resolved or disposed of without resort to the courts.

Although only a small number of cases are brought to administrative hearing and result in a final Commission decision, these cases are particularly important in creating a body of legal precedent. Only the HCRC and courts can create legal precedents. Such precedents are the basis for many anti-discrimination principles, such as the doctrine of unlawful sexual harassment. On appeal to the circuit courts, the HCRC has not been reversed in any case to date.

Hawaii Civil Rights Commission Flow Chart





Flowchart #2: Hearing relief procedure.

CASELOAD DEMOGRAPHICS

There were 3,596 telephone and walk-in inquires at the HCRC during FY97-98. This led to 1,190 intake interviews between investigators and complainants. 596 or 50.08% of those interviewed were women and 594 or 49.92% were men. There were no group complainants.

663 charges of discrimination were actually accepted by the HCRC, averaging 55.25 new cases per month. The charges included: 483 employment cases, 91 public accommodations cases, 85 housing cases, 3 cases involving state and state funded services, and 1 case involving both public accommodations and housing. The primary reasons that the other inquiries did not lead to filed charges included: lack of jurisdiction; failure to correlate the adverse act(s) with the protected base(s); or complainant's decision not to pursue the complaint.

HCRC investigators closed 669 cases during this period, for an averaged closure rate of 55.75 cases per month. There were 17 cause determinations during the fiscal year and 25 cases were transferred to the EEOC. Case closures averaged 207.35 days per closure, with 35.1% of the cases processed resulting in a favorable outcome for the complainant. As of June 30, 1998, the active caseload for the agency was 623 cases as compared to 620 cases at the end of the previous fiscal year.

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

<u>type of closure</u>	<u>number</u>	<u>%</u>
no jurisdiction	5	0.7%
complaint withdrawn	5	0.7%
complainant not available	3	0.4%
complainant failed to cooperate	13	2.0%
complainant failed to accept a just resolution offer	1	0.01%
complaint withdrawn--complainant elected court action	188	28.1%
resolution by parties, negotiated settlement, or conciliation	75	11.2%
no cause determination	373	56.0%
cause determination, complainant elected court action	6	0.8%

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.

The HCRC has a worksharing 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 intake agency conducts the investigation, thereby eliminating duplication of enforcement activities. During the fiscal year 483 employment cases were accepted by the HCRC, of which 447 (92.5%) were dual-filed with EEOC.

Of the employment cases accepted during the fiscal year, sex was the largest category with 171 cases, accounting for 35.4% of all employment discrimination cases. Within the sex category, 33 cases alleged sexual harassment (19.2% of all sex cases) and 12 cases were based on pregnancy (7.0% of all sex cases).

Disability was the second largest basis with 84 cases, representing 17.3% of accepted employment cases, followed by race discrimination with 77 cases (15.9%).

There were 47 age discrimination cases (9.7%); 32 cases of retaliation (6.6%); 28 cases of ancestry/national origin discrimination (5.7%); 17 cases based on arrest & court record (3.5%); 10 cases based on sexual orientation (2.0%); 10 cases based on religion (2.0%); 5 cases based on marital status (1.0%); and 2 cases based on color (0.4%).

Case closures averaged 360.47 days for the 525 employment cases that were closed during FY97-98. (see chart #1)

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 or accommodations of a place of public accommodation on the basis of race, sex, color, religion, ancestry, or disability.

During the fiscal year, 91 new cases of public accommodations discrimination were accepted. There were 45 cases based on disability discrimination which accounted for 49.4% of the public accommodation cases; 30 cases of race discrimination (32.9%); 9 cases based on ancestry (9.8%); and 7 cases based on sex discrimination.

These complaints alleged discrimination by financial institutions, medical and health service entities, retail establishments, hotels, and government agencies.

Public accommodations case closures averaged 111.48 days for 95 cases closed during FY97-98. (see chart #2)

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. § 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.

Hawaii state law is substantially equivalent to the federal fair housing law, so the HCRC has entered into a cooperative agreement with the Department of Housing & Urban Development (HUD). Pursuant to this agreement, HUD now refers most of the complaints it receives to the HCRC for investigation.

During FY97-98, the HCRC accepted 85 cases of housing discrimination. There were 25 cases of ancestry discrimination (30.5%); 21 cases of disability discrimination (24.7%); followed by 12 cases of discrimination based on religion (18.8%); 10 race cases (11.7%); 6 cases based on familial status discrimination (7.0%); 5 retaliation cases (5.8%) 3 cases based on age discrimination (6.7% each); 1 case each of sex, marital status discrimination and color discrimination.

Housing case closures averaged 270.46 days for the 50 cases closed during FY97-98. (see chart #3)

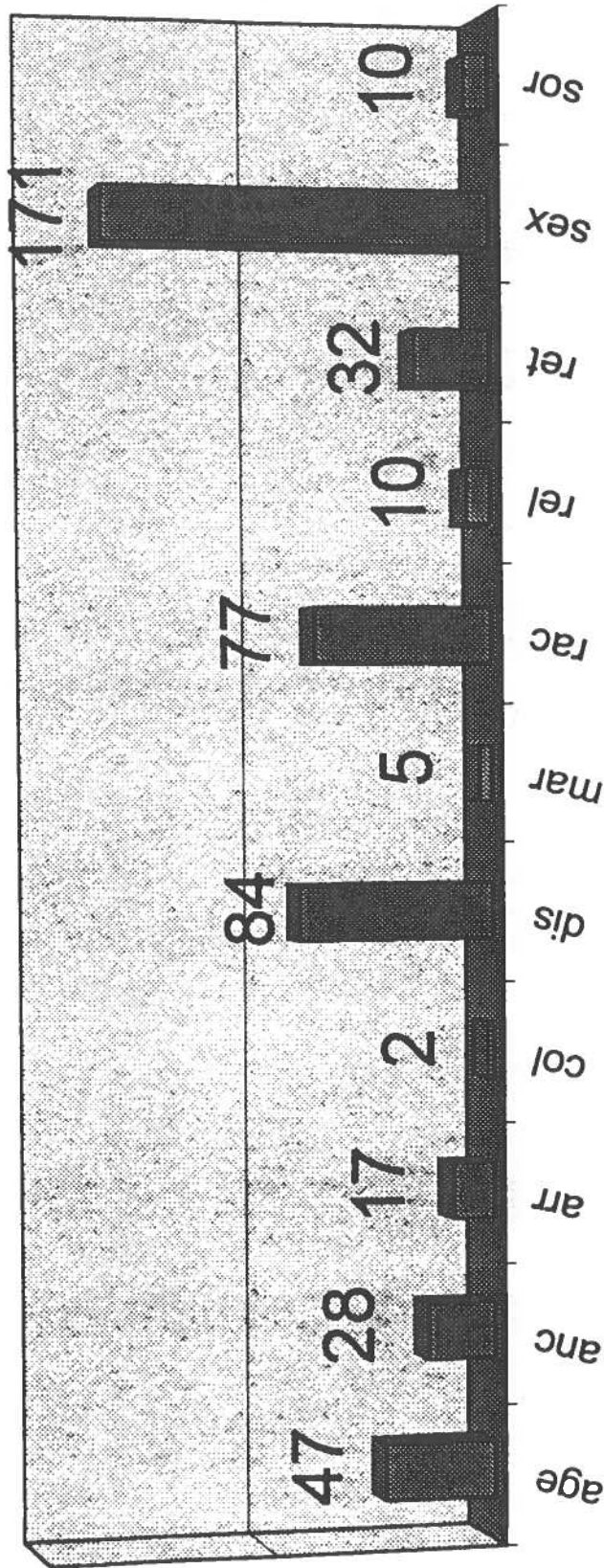
ACCESS TO STATE & STATE-FUNDED SERVICES

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 the fiscal year, there were 3 cases filed under § 368-1.5.

3 cases were closed during FY97-98 averaging 87 days for closure.

CHART 1: ACCEPTED EMPLOYMENT COMPLAINTS FY97-98



Abbreviations: "age"/age; "anc"/ancestry; "arr"/arrest & court record; "col"/color; "dis"/disability; "mar"/marital status; "rac"/race; "rel"/religion; "ret"/retaliation; "sex"/sex; and "sor"/sexual orientation.

CHART 2: ACCEPTED PUBLIC ACCOMMODATIONS COMPLAINTS

FY97-98

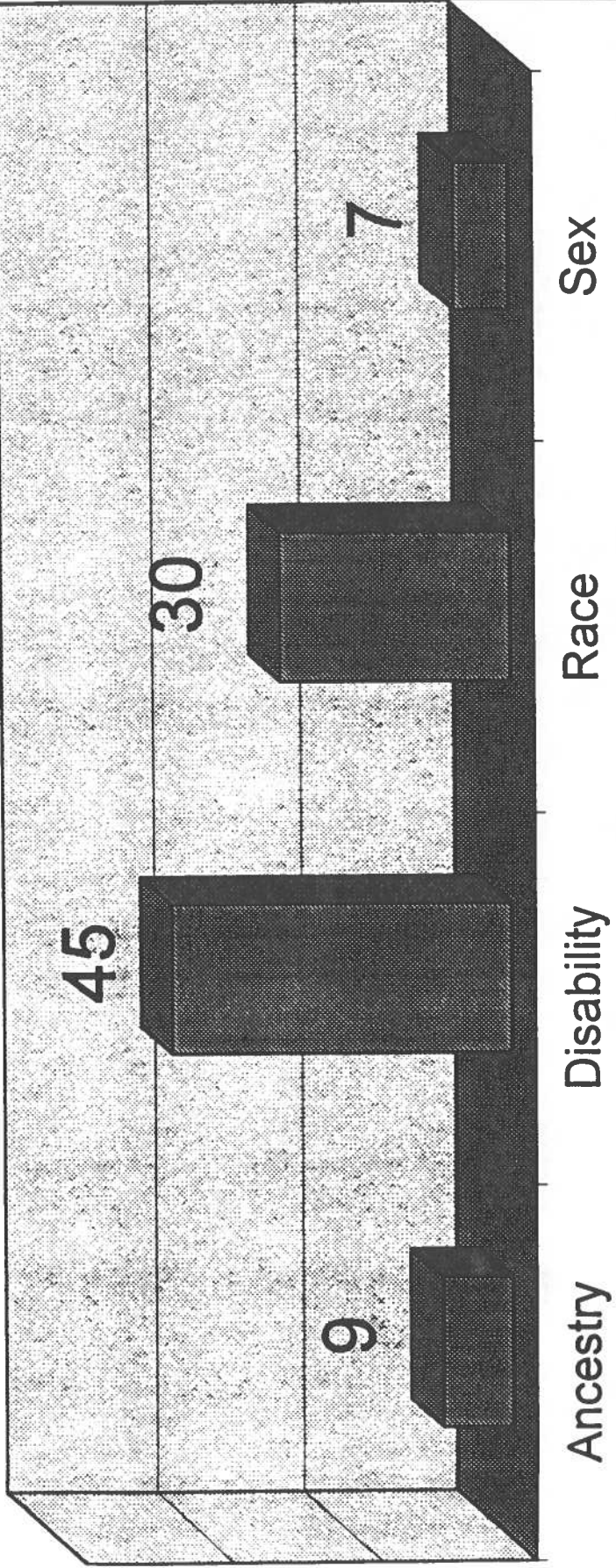
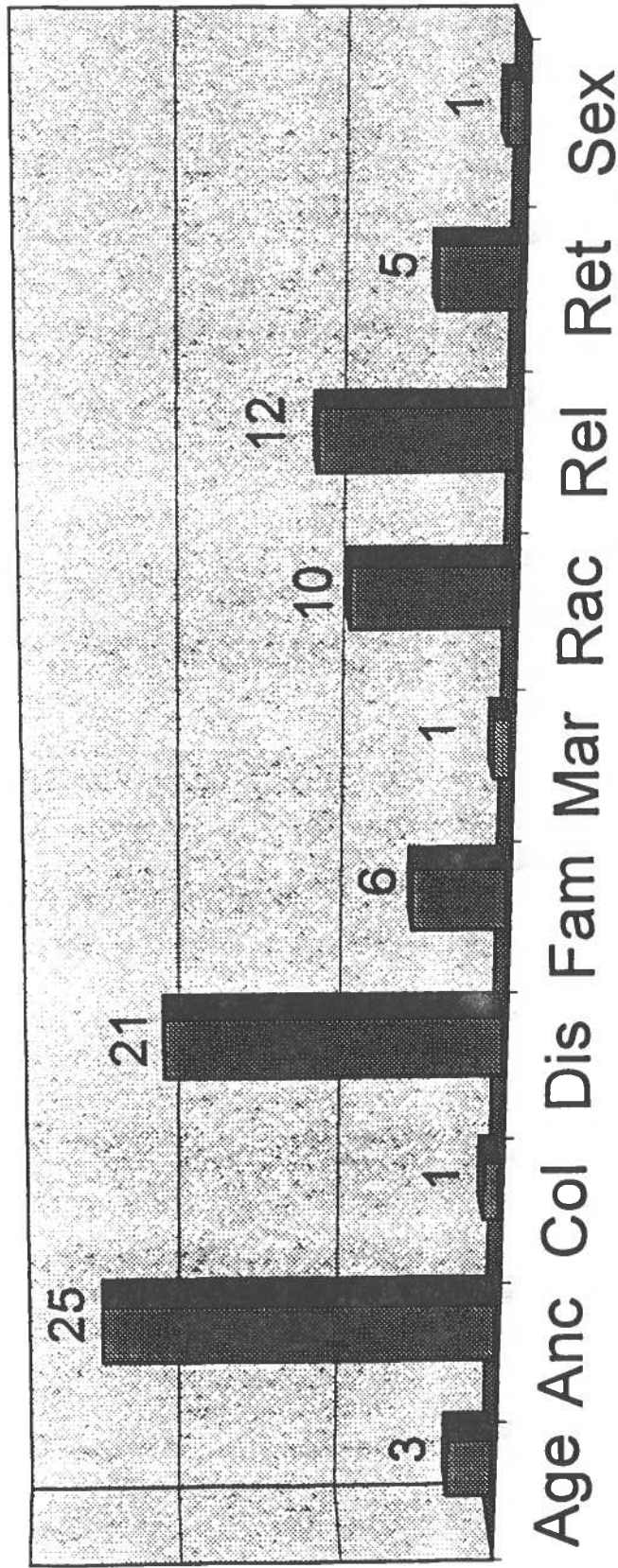


CHART 3: ACCEPTED REAL PROPERTY COMPLAINTS FY97-98



Abbreviations: "age"/age; "anc"/ancestry; col"/color;"dis"/disability; "fam"/familial status; "mar"/marital status; "rac"/race; "rel"/religion; "ret"/retaliation; and "sex"/sex.

CASE SETTLEMENTS

During FY97-98, the cash value of the monetary relief obtained from negotiated settlements during investigation and prior to a finding of reasonable cause to believe discrimination occurred exceeded \$479,730. The monetary relief obtained through conciliation after a finding of reasonable cause was made exceeded \$354,000.

In addition to monetary relief, other significant affirmative relief was obtained through settlements. The HCRC believes that education and training are the best means of preventing future discrimination. In this context, affirmative relief included letters of apology, reinstatement, development and implementation of anti-discrimination policies, employee and supervisor training on anti-discrimination policies, posting of these policies, and publication of notices informing the public of the HCRC's role in enforcing state anti-discrimination laws.

The following illustrate the nature of cases settled and the relief obtained.

Employment cases:

- * An employee alleged that he was terminated because of his sexual orientation and in retaliation for reporting an incident of sexual harassment. His claim was settled for a payment of \$40,000, a neutral letter of reference, and other affirmative relief including the development of a non-discrimination policy and employee training.

- * An employee alleged that he was fired after he reported to his employer that he had been arrested for a traffic violation. His job duties did not include driving. The case was settled for \$25,000 and affirmative relief.

- * An employee of a retail clothing outlet alleged she was terminated based on sex after she sought leave due to complications from pregnancy. Settlement included payment of \$12,000 and affirmative relief.
- * An employee of a restaurant alleged she was subject to unwelcome sexual comments and requests for sexual favors by the owner of the company. Settlement included payment of \$5,004 and affirmative relief.
- * An employee of a hospital alleged that she was denied promotion based on her perceived disability. Settlement included payment of \$10,000 and affirmative relief.
- * An employee alleged that her immediate supervisor subjected her to harassment based on her sex and ancestry. Settlement included payment of \$30,000 and affirmative relief.
- * An employee of a bakery alleged that he was sexually harassed by his immediate supervisor. Settlement included payment of \$25,000 and affirmative relief.
- * A job applicant alleged that she was not selected for a position because she had an arrest and court record. The applicant had received a pardon from the Governor many years prior to the application and was qualified for the position she sought. The case was settled for placement in a teacher training position, \$7,500, and other affirmative relief.
- * A female employee in the tourist industry claimed that her employer subjected her to harassment and unequal terms and conditions. Her case was settled for \$30,000 and affirmative relief.

Housing Cases:

- * A complaint of sexual harassment by landlord of an adult female tenant and her daughter was settled for a payment of \$7,000 and affirmative relief, including the development of a non-discrimination policy and training.
- * Two single males were not allowed to rent a house because they were not married. The landlord told the applicants that they could not even look at the house because they were unmarried and because the landlord was looking for a married couple or a family. The complaint settled for \$10,000 (\$5,000 to each of the two applicants), and other affirmative relief, including the development of a non-discrimination policy and non-discrimination training.
- * An owner of a condominium unit alleged discrimination based on the Owners Association's failure to make a reasonable accommodation for her disability. Settlement included payment of \$84,919 and other affirmative relief.

LITIGATION & RULINGS

ADMINISTRATIVE HEARINGS:

During FY 97-98, nine cases were docketed; seven were settled before their scheduled hearings and two administrative hearings were held. One Petition For Declaratory Relief was also filed and decided.

On October 14, 1997 the Commission Board issued a final decision in Hoshijo on behalf of the Complaint filed by Hemaïdan vs. Life Support Systems Hawaii, Inc., Docket No. 96-008-E-NO-MS. This case involved allegations of unlawful pre-employment inquiries regarding the ancestry and marital status of Bassam Hemaïdan, an applicant for a shop helper position. The Commission found that Respondent Life Support Systems Hawaii, Inc. asked Mr. Hemaïdan illegal questions regarding his nationality, place of birth, U.S. citizenship, languages spoken, whether he was married, his wife's maiden name, her age, her place of employment and the names and residence of her family members. The Commission awarded Mr. Hemaïdan \$10,000 in compensatory damages for emotional distress and ordered the company to cease and desist from making further discriminatory pre-employment inquiries, revise its equal employment policy and to post the revised policy on its premises.

On May 19, 1998 the Commission Board issued a final decision in Hoshijo on behalf of the Complaint filed by White vs. State of Hawaii, University of Hawaii and Rob Wallace, Docket No. 97-0-8-PA-R. This case involved allegations of race discrimination in a place of public accommodation. The Commission found that Respondents violated H.R.S. Chapter 489 when Wallace, a

student manager, made racial insults to Eric White, a spectator at a UH basketball game. The Commission awarded Mr. White \$30,000 for emotional distress and ordered Respondents to issue a public apology to Mr. White and pay civil penalties to the State general fund. The Commission also ordered Respondent UH to adopt a policy prohibiting unlawful discrimination in its public accommodations, conducting training on such policy for its employees and student athletes and to post this policy at its public accommodations. Respondents appealed this decision to circuit court and on November 20, 1998 the circuit court orally affirmed the decision.

On April 14, 1998 the Commission Board issued a final decision on a Petition For Declaratory Relief in Hoshijo on behalf of the Complaint filed by Smith vs. Taberu Management, Inc. dba as RB Honolulu #1 and Arby's Inc., DR No. 98-012. In this case, the Executive Director sought to add Raymond David, the past president of Respondent Taberu Management, Inc., as a party and hold him personally liable for discriminatory practices against Complainant Shawn Smith. The Commission balanced the goals of providing full relief with the prejudice to potential parties and concluded that it would be unfair to add Mr. David as a party because he was not mentioned in either the complaint or reasonable cause determination and did not participate in conciliation efforts.

(The text of these and other HCRC decisions may be found on the Hawaii State Bar Association web site (www.hsba.org), at the Hawaii Supreme Court Library, at the William S. Richardson School of Law library, and at Hawaii State Library main branches on all islands.)

HAWAII SUPREME COURT:

On June 18, 1998 the Hawaii Supreme Court issued a decision in Steinberg v. Hoshijo (88 Haw. 10, 960 P.2d 1218) affirming the First Circuit Court's September 19, 1997 order affirming the final decision of the Commission in Tseu on behalf of the Complaint filed by Gould vs. Dr. Robert Simich et. al, Docket No. 95-012-E-SH. The Commission found that Dr. Harold Steinberg subjected Gould and other female employees to sexual conduct which created a hostile, intimidating and offensive work environment and awarded Gould \$40,000 in compensatory damages for emotional distress and \$20,000 in punitive damages. The Hawaii Supreme Court affirmed, holding that: 1) the Commission lawfully granted four extensions of the investigation into Gould's complaint and made a timely reasonable cause determination; 2) the Hearings Examiner did not abuse her discretion in ordering that Gould's deposition be taken by telephone; and 3) there was sufficient evidence to support the Commission's decision.

On June 30, 1998 the Hawaii Supreme Court issued a decision in Tseu, ex relatione Hobbs v. Jeyte et. al., (88 Haw. 85, 962 P.2d 344). This case initially involved a housing complaint of familial status discrimination (the presence of children in a household). The landlord counterclaimed against the HCRC alleging negligent infliction of emotional distress and negligent investigation. The First Circuit Court dismissed these counterclaims. The complainants received a settlement from the landlord's insurer and withdrew their complaint, but the landlord was allowed to appeal the dismissal of his counterclaims to the Hawaii Supreme Court. The Supreme Court reversed in part, holding that the respondent

could maintain an action for negligent investigation against the HCRC if the HCRC fails to follow its own administrative rules. The Court also held that the respondent's counterclaim for negligent infliction of emotional distress was properly dismissed.

CIRCUIT COURT:

In Hawaii Civil Rights Commission v. Life Support Systems Hawaii, Inc., Civil No. 97-4921-12, the First Circuit Court issued a final judgment enforcing the Commission's final decision in Hoshijo/Hemaidan vs. Life Support Systems Hawaii, Inc., Docket No. 96-008-E-NO-MS. The Court upheld the Commission's award of \$10,000 in compensatory damages for unlawful inquiries into his ancestry and marital status.

LEGISLATIVE HIGHLIGHTS

During FY97-98 the Legislature passed two bills affecting the Commission's jurisdiction.

Act 175 allows an employer to consider a job applicant's conviction record if the record is less than 10 years old and bears a rational relationship to the duties and responsibilities of the position sought. An employer may consider such conviction record only after making an offer of employment and may withdraw the offer if the applicant has a conviction record that bears a rational relationship to the duties and responsibilities of the position.

Act 300 allows counties to develop procedures to check the criminal histories of employees or job applicants for positions which place them in close proximity to children, such as child care and recreation. The change does not apply to county employees who have been employed continuously prior to June 1, 1998.

EDUCATION & OUTREACH

Pursuant to its mission statement, one of the Commission's highest priorities is to educate the public about its rights and responsibilities under state discrimination laws. During the 1997-98 Fiscal Year, commissioners and staff implemented a public education plan which established a speakers bureau program; co-sponsored several public education forums and campaigns; emphasized immediate public dissemination of Commission decisions; and updated and reprinted information materials and made them more widely available.

The Commission and staff participated directly in numerous education and outreach activities, including the following:

- * initiated a new mediation pilot project and appointed a new coordinator of the program to offer mediation as an alternative dispute resolution strategy in appropriate cases. Over two dozen mediators were trained in civil rights law in collaboration with the Judiciary Center for Alternative Dispute Resolution and the Mediation Centers of Hawaii
- * made staff presentations and conducted training for a wide variety of professional groups, including the Society of Human Resources Managers; Department of Public Safety administrative and supervisory staff at the Halawa and Women's Correctional facilities; Employees' Retirement System, State of Hawaii; U.S. Department of Housing & Urban Development, Hawaii State Office; faculty of Wayland Baptist University, Hawaii campus; Department of Commerce & Consumer Affairs, Condominium Registration Branch; Association of Real Estate License Law Officials; Inter-Agency Council on Immigrant & Refugee Services; and the Honolulu Police Department
- * addressed some 200 professionals on the issue of community language literacy, Hawaii Council on Language Planning & Policy
- * made presentations to a wide variety of private businesses, including private law offices; the Bobby Benson Center for substance abuse treatment; and management employees of United Colors of Benetton and Harbor Graphics

- * presented an overview of state civil rights laws in the disability context at the "Tools for Life '98 Expo" to over 100 professionals
- * appeared on several segments of the "You and the Law in Hawaii" series produced by Kapiolani Community College for Olelo public access television, including programs on employment and civil rights laws; and appeared on the "Price of Paradise" radio program on Hawaii public radio
- * participated in a joint public-private awareness campaign comprising private businesses and county, State, and federal agencies, in planning and implementing a public service announcement campaign on the fair housing laws
- * attended advanced training conferences on federal contract maintenance and new developments in federal law, sponsored by the Department of Housing & Urban Development and the Equal Employment Opportunities Commission
- * sponsored HCRC's own "Bring Your Daughters & Sons to Work Day" in May, in which 15 sons and daughters of staff participated in activities which included meetings with Lt. Governor Mazie Hirono, Supreme Court Justice Paula Nakayama, and Director of Labor & Industrial Relations Lorraine Akiba
- * submitted viewpoint articles on important issues in civil rights for the daily and community newspapers
- * participated in: the Martin Luther King, Jr. Civil Rights & Equal Opportunity Conference sponsored by the National Association for the Advancement of Colored People - Hawaii Branch; the NAACP Technical Assistance Program; the University of Hawaii Campus Dialogue on Race; and the Filipino Coalition for Solidarity Annual Dinner

STAFF OF THE HCRC

The HCRC staff is comprised of the following:

Executive Director

Enforcement Staff:

Deputy Executive Director

Enforcement Attorneys (3)

Administrative Services Assistant

Investigator V Supervisors (2)

Investigator IV (11)

Secretary III

Legal Stenographer I

Clerk Typists (4)

Adjudication Staff:

Chief Counsel

Hearings Examiner

Secretary II

COMMISSION BOARD MEMBERS

The HCRC is guided by its five-member Commission Board. Commissioners are appointed for staggered terms by the Governor with the advice and consent of the state Senate. The following Commissioners served during FY97-98:

CLAUDIO SUYAT
Chair (term 1996-1998).

Mr. Suyat was appointed to the HCRC first as a Commissioner in January 1997 and then as its Chair in July 1997. He dedicated his life to public service, with a distinguished career in education, followed by service as a member of the Judicial Selection Commission and as a member and Chair of the Hawaii Paroling Authority. His leadership was instrumental in the HCRC's efforts to focus its mission, improve its enforcement efforts, conduct its business in a more open manner, and increase legislative and administrative support for the Commission, civil rights and justice for all of Hawaii's people. Mr. Suyat passed away on September 12, 1998. His leadership, energy and compassion will be greatly missed by the Commission and its staff.

JACK LAW
Commissioner (term 1996-2000).

Mr. Law was first appointed in 1995 to serve the remaining term of a vacancy on the Commission and was reappointed to a second term in 1996. He is co-owner and manager of two restaurants and nightclubs. Mr. Law is a founding member of the Life Foundation, a non-profit organization which provides support for people with

AIDS and promotes public awareness and understanding of the disease. Mr. Law also started the Adam Baran Honolulu Gay & Lesbian Film Festival and the Honolulu Gay & Lesbian Cultural Foundation.

FAYE KENNEDY
Commissioner (term 1997-2001).

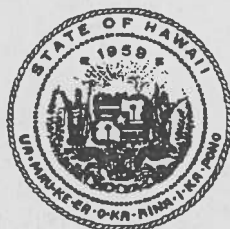
Ms. Kennedy is a former New York social worker and parole officer who wrote a novel about her experiences. She is a past member of the Martin Luther King, Jr. Commission and the Commission on the Status of Women. She is also member of the U.S. Civil Rights Commission's Hawaii Advisory Committee and has been listed in the "Who's Who of American Women". Appointed in 1995 to serve out the remaining term caused by a vacancy on the Commission, she was reappointed to her second term in June 1997.

ALLICYN HIKIDA TASAKA
Commissioner (term 1996-2000).

Ms. Hikida Tasaka is President of Allicyn Hikida Tasaka Communications. Formerly, she was the Chair for the Commission on the Status of Women and President of the Honolulu Chapter of the Japanese American Citizens League. She was also on the board of the American Civil Liberties Union of Hawaii and is active with the Honolulu Civic Entrepreneur Initiative.

HARRY YEE
Commissioner (term 1997-2001)

Mr. Yee is an attorney in private practice in Honolulu. He is President of the Asian American Publishing Group, Ltd. and is on the boards of the National Asian Pacific American Bar Association and the Hawaii chapter of the Federal Bar Association. He is one of four trainers for state and local law enforcement on hate and bias crimes for the U.S. Department of Justice. Formerly, he was an Assistant Attorney General with the Civil Rights Division of the Massachusetts Office of the Attorney General and a member of the Greater Boston Civil Rights Coalition.



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RIGHTS
COMMISSION

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