

'Make no little plans...'

IAOHRA MEMBERSHIP AND CONFERENCE SPONSOR'S GUIDE



HUMAN
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2004
56TH ANNUAL IAOHRA CONFERENCE

AS *Architects for Change*

August 5-9, 2004
Sheraton Chicago Hotel & Towers
Chicago, Illinois

www.boeing.com

TOGETHER, WE CAN REACH HIGHER.

As a proud sponsor of IAQHRA's
56th Annual Conference, Boeing
proudly salutes all those who
strive to enhance the lives of
others around the world.

In Loving Memory Of

Maria "Tonne" Atkins Ulmer-Glover

*Chief Fiscal Officer
State of Illinois Illinois
Department of Human Rights*

October 1981 - June 2004

This booklet is dedicated to the memory of Maria Antonne' Atkins Ulmer-Glover for 23 years of outstanding and committed service.

Ms. Ulmer began her service to the citizens of the state of Illinois by joining the staff of the then-newly created Illinois Department of Human Rights. She served in the capacity of Chief Accountant.

She performed in an exemplary manner throughout her tenure with the Illinois Department of Human Rights, working tirelessly and unselfishly to develop and maintain the fiscal integrity of the IDHR. Through the years, Maria distinguished herself in many facets of her work, one of which was becoming the first African-American female in the state to be promoted to the lofty position of Chief Fiscal Officer for a Cabinet-level Agency.

Maria worked closely and effectively with the members of the Illinois General Assembly in many areas, but particularly in its effort to ensure the fiscal integrity of the state's budget. She developed and piloted the budget of the Illinois Department of

Human Rights through the legislative process with efficiency, professionalism and competence. She earned the respect and admiration of many members of the legislature with whom she worked.



While serving as the Chief Fiscal Officer for the Department, Maria was often called upon to assist with such organizations as the International Association of Official Human Rights Agencies (IAOHRA) and the Illinois Municipal Human Relations Associations (IMHRA), and she did so willingly and enthusiastically. She also took time from her busy schedule to join and actively participate in many other community and civic organizations, such as the Lake Shore Chapter of Links, Incorporated; a founding member of the Chicago Chapter of Carats, Inc.; Alpha Kappa Alpha Sorority, Incorporated, and many other too numerous to list here.

Maria was a loving wife, mother, grandmother, daughter and sister, as well as a consummate and loyal helpmate to a number of other relatives and friends. Her career in Human Rights is an example for all of us. She will be sorely missed.

International
Association of
Official Human
Rights Agencies



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INTERNATIONAL
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OF OFFICIAL
HUMAN RIGHTS
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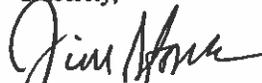
Greetings Delegates!

It is with great pleasure that I welcome you all to the 56th Annual Meeting and Conference of the International Association of Official Human Rights Agencies! Our theme this year is "*Human Rights Agencies as Architects for Change.*" While planning our annual conference, we were delighted that we had the opportunity to weave the theme throughout the three-days of activities. I am challenging you all to involve yourselves in every plenary session, workshop and meal function. Each activity has been designed specifically to help us all find the best way to affect change in our respective communities.

Join me in saluting the hard work of Sandra Leek, National Conference Planning Chair; Helen Jett Caldwell, Conference Program Chair; the IAOHRA Board of Directors, as well as all the others who helped make this conference the success that I am sure it will be. Special thanks to Rocco Claps, Betsy Ebeling and all the other members of the local host committee for their enormous contribution, their hospitality and their incredible efforts. Indeed, they all have worked to build a wonderfully stimulating and exciting conference experience for us all.

On behalf of all the IAOHRA Board of Directors, let me again welcome you and extend to you our best wishes for a marvelous stay in Chicago. We challenge you to become actively involved in our association. IAOHRA envisions a world community where justice and equality prevail and where all people appreciate and accept differences, celebrate diversity and live in peace and harmony. And we believe that in order to build such a community, it is necessary that we all become architects for change. Have a great conference!

Sincerely,


Jim Stowe, President

ILLINOIS DEPARTMENT OF
Human Rights

Rod R. Blagojevich, Governor
Rocco J. Claps, Director

August 5, 2004

Welcome to the City of Chicago and the State of Illinois!

Included with your registration materials you will find a CD-ROM that contains information about organizations and agencies that we have found useful in our work. We often find that people come to us with various legal and social issues, many of which are not discrimination per se, but are related to their employment and housing issues.

Our information is organized into three areas: housing, employment and consumer services. The housing information includes resources for homeless issues, as well as a list of all the members of the Chicago Area Fair Housing Alliance (CAFHA), and a list of all Centers for Independent Living in Illinois. The employment list includes resources at the national, state and local level for many issues related to employment, including other organizations investigating employment discrimination, as well as agencies that handle labor issues and wage claims and many other related resources. The consumer pages include resources for persons needing social service assistance as well as resources for consumers encountering fraud. We've also included lists of web sites that many of you may find informative.

We certainly hope that you find this information useful. For the vast majority of you who are not from Illinois, we have included many federal and national resources that will also be relevant to you.

We know that many of you have made similar efforts to compile referral information that are relevant to your organizations and service areas. I would like to invite you to review and use the information provided in the CD-ROM and then give us feedback on this effort. What did you find useful in terms of the format and organization? What can be improved? We are committing to provide you an updated referral list at next year's IAOHRA conference that is even more inclusive of information from all of your states and service areas.

This is the first effort of a project that will hopefully come to be viewed as a major resource associated with your IAOHRA membership and attendance at the national conference. We challenge you to challenge us - to think big and provide the kinds of information that IAOHRA members want and need.

Remember, "Make No Little Plans" and enjoy yourself in Chicago!



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Sandra D. Leek, Esq., Executive Director
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Visit our website : www.in.gov/ierc

JOSEPH E. KERNAN, Governor

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(866) 332-4748



June 18, 2004

Dear Colleagues and Friends:

Welcome to Chicago and to the 56th Annual International Association of Official Human Rights Agencies Conference. I have enjoyed serving as Conference Planning Chair and working with the staff of the Illinois Department of Human Rights.

This year's theme, "Human Rights Agencies as Architects for Change," is meant to reinforce and remind Conference participants of the true mission of all human and civil rights agencies. Unfortunately, prejudice and discrimination still exist, as well as violations of fundamental civil and human rights.

During this Conference, we will have the opportunity to share options, experiences and insights about the challenges that we continue to face in identifying and eliminating civil and human rights abuses and violations. Eradicating these violations remains a long-term goal that requires determination and sustained effort. Our success depends on our collaboration, outreach, leadership and courage.

I hope your Conference experiences and interactions are motivating and a source of innovative ideas that can be incorporated into tangible plans. As we continue to meet challenges, we are committed to fulfill the promise to continue to raise awareness about civil rights issues and prevent discriminatory acts or practices before they occur. I also hope you enjoy your time at the Conference.

I would like to thank you for your participation in this year's conference, as well as for your passionate dedication to human and civil rights.

Yours truly,

Sandra D. Leek, Esq.
Executive Director
IAOHRA Conference Chair

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National
Association
of Human
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Workers



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

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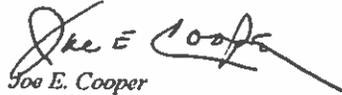
Dear Members and Colleagues,

Greetings to our sister organization, The International Association of Official Human Rights Agencies (IAOHRA). This year's conference Marks the 56th year that IAORAH has designed an event with the purpose of educating its membership on up and coming developments in our Communities and advancements in the area of Civil Rights. And it is for this reason that we celebrate its success as a leading advocate for equity and fairness!

As president of the National Association of Human Rights Workers and on behalf of our members, I wish you a great event and continued success! Our paths are forever intertwined and as such, your accomplishments bring pride to us all!

I extend to you all a special invitation to join NAHRW October 3-7, 2004 in St. Paul, Minnesota for our 57th Annual Meeting and Training Conference. The event is sure to enlighten and inform attendees with presentations from well-known leaders in our community. We look forward to seeing you all in the Fall for an opportunity of continued fellowship and networking. And remember to, "Let Justice Roll Down Like The Mighty Mississippi River."

Sincerely,


Joe E. Cooper
President NAHRW

Visit our Website at www.nahrw.org

The nation's only professional Human Rights Association-Founded in 1947
Publisher of the JOURNAL OF INTERGROUP RELATIONS and the EAGLE Newsletter

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OFFICE OF THE GOVERNOR
JRTC, 100 WEST RANDOLPH, SUITE 16
CHICAGO, ILLINOIS 60601

ROD BLAGOJEVICH
GOVERNOR

August 5, 2004

GREETINGS

As Governor of the State of Illinois, I am pleased to welcome everyone gathered in Chicago for the 56th Annual Conference of the International Association of Official Human Rights Agencies (IAOHRA).

For more than a half century, the IAOHRA has been at the forefront of human rights initiatives throughout the United States, and I am proud of all that your organization has accomplished throughout the years. My administration is committed to fostering the same ideals, and the State of Illinois is honored to join in your noble pursuit.

Illinois has a long-standing tradition of achievement in the areas of civil rights and equal opportunity. Your choice of Chicago as the site of your 56th Conference, and the Illinois Department of Human Rights as your hosting agency, not only provides you with a beautiful and vibrant setting, but also greatly enhances Illinois' place on the map as a true leader of human rights.

On behalf of the citizens of Illinois, I offer my best wishes for an enjoyable and productive conference.

Sincerely,

Rod Blagojevich
Governor

Office
of the
Mayor



OFFICE OF THE MAYOR

CITY OF CHICAGO

August 5, 2004

RICHARD M. DALEY
MAYOR

GREETINGS

As Mayor and on behalf of the City of Chicago, I extend my warmest greetings to all those attending the 56th Annual International Association of Official Human Rights Agencies (IAOHRA) Conference, *Human Rights Agencies as Architects for Change*. I want to thank James L. Stowe, IAOHRA President and Rocco Claps, Director of the Illinois Department of Human Rights and Chairman of the Host Committee, for bringing this important conference to our city.

Since 1949, IAOHRA has helped develop programs to eliminate illegal discrimination in all areas of society and to educate the public on human rights and civil rights issues. The workshops, seminars and other events offered at this convention will help human rights professionals serve the public more effectively and efficiently. The discussions of current issues and trends will give attendees invaluable information on enforcing a variety of human and civil rights laws.

Chicago is proud to host the IAOHRA Conference, and we invite you to enjoy our city's many attractions. From our world-renowned architecture, to our beautiful Lake Michigan shoreline, fine restaurants, clubs and theaters, Chicago offers something for everyone.

May all of you have a memorable and enjoyable event.

Sincerely,

Mayor



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Board of
Commissioners
of Cook
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OFFICE OF THE PRESIDENT
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118 NORTH CLARK STREET
CHICAGO, ILLINOIS 60602
(312) 443-6400
TDD (312) 443-5255

JOHN H. STROGER, JR.
PRESIDENT

August 5, 2004

Greetings:

As President of the Cook County Board of Commissioners, it gives me great pleasure to send cordial greetings to the members, friends and honored guests of the International Association of Official Human Rights Agencies for your 56th Annual Conference.

I am proud to welcome you to a county that shares IAOHRA's rich history and deep commitment to the struggle for civil rights and elimination of bigotry in its many forms. While we have made great strides in opening doors and bridging differences, no one knows better than the members of IAOHRA that much work remains to be done. I commend the women and men who comprise your member agencies for their dedication to this cause.

On behalf of the Board of Commissioners and the more than five million residents of Cook County, I applaud the important work the International Association of Official Human Rights Agencies and its members, and send best wishes for a productive and enjoyable conference.

Sincerely,

John H. Stroger, Jr.
President
Cook County Board of Commissioners

State of
Illinois
Human
Rights
Commission



STATE OF ILLINOIS
Human Rights Commission

Rod R. Blagojevich
Governor

Commissioners

J. B. Pritzker
Chairman

Arabel Alva Rosales

Maril Baricevic

David Chang

Marylee V. Freeman

Dolly Hallstrom

Sakhawat Hussain, M.D.

Yvette Kanter

Spencer Leak, Sr.

Munir Muhammad

James Mafoof

Rozanne Ronen

Yonnie Stoger

August 5, 2004

Congratulations to the International Association of Official Human Rights Agencies on your 56th Annual Conference, and welcome to Chicago, Illinois. Congratulations to our colleagues at the Illinois Department of Human Rights for their works as our hosts.

The Illinois Human Rights Commission is honored to be part of IAQHRA and its distinguished history of fighting for human dignity.

I am looking forward to the week's events. The conference provides all of us with a wonderful opportunity to learn from each other and to rededicate ourselves to our important work as "Architects for Change".

Welcome to Chicago. Thank you for all your hard work.

Sincerely,

J. B. PRITZKER
Chairman



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Chicago
Convention
and Tourism
Bureau

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August 5, 2004

Greetings,

On behalf of the Chicago Convention and Tourism Bureau and the city's entire convention and hospitality industry, welcome to Chicago! We appreciate your business and hope that the LAOHRA Conference is a success.

Chicago is a world-class city and the nation's top destination for business travel. We offer a business-focused environment that is not overshadowed by a wide variety of attractions, restaurants, and entertainment. In addition, we have two premier convention facilities, a diverse workforce, an unparalleled transportation infrastructure, and a convenient location.

While in our wonderful city, we hope you experience everything Chicago has to offer. Although Chicago is big on business, there's plenty to do and see once your work is through. We are constantly working to improve the Chicago visitor experience, and I encourage you to take advantage of everything that's new while you're in town.

Human rights issues play an important role in Chicago as the city continues to develop a diverse work force that upholds the beliefs of your organization. Because of this mutual regard for human and civil rights issues, we are honored that Chicago was chosen to host your conference.

Best wishes for a successful event!

Sincerely,



Chris Bowers
Chief Executive Officer
Chicago Convention and Tourism Bureau

UPS

55 Glenlake Parkway, N.E.
Atlanta, GA 30328
404.828.6000 Tel



July 21, 2004

On behalf of UPS, I'd like to extend my appreciation for inviting us to participate in the 2004 IAORHA conference. UPS's relationship with the Department of Human Rights has allowed us the opportunity to learn more about your organization. By leveraging our expertise and understanding in the area of Human Rights, we have been able to integrate that knowledge with UPS's culture and people.

The first IAORHA Conference that UPS was involved with was with the Texas Chapter. After the conference, we invited representatives from the Texas Department of Human Rights to train our management employees in education of the Federal and local state EEO laws, as well as preventative measures to help our managers avoid issues that could cause potential cases to be filed. The training was such a success that we have expanded this education piece to other UPS locations around the country. We have also invited IAORHA representatives to our Corporate Human Resources Meetings to further expand our knowledge of Human Rights issues.

At UPS, we have always valued diversity. In fact, UPS has one of the most diverse workforces of any company in the nation and recently we were proud to be named by Fortune magazine as one of the best places for Minorities to work. We ranked number 23 up from number 26 last year and we have improved our ranking in each year that we have been included on the Fortune list.

However, we like to define the word diversity by identifying what people have in common rather than thinking about how they are different. We believe that people do their best when they feel the pride in their contribution, when they are treated with dignity and respect, and when their talents are encouraged to flourish in an environment that encourages diversity.

Our support of the 2004 IAORHA Conference is an example of our continued support of your organization and mission statement. Our relationship with the Illinois Department of Human Rights is especially important to us because it allows UPS employees the opportunity to enhance their understanding of the impact of diverse organizations and the role diversity plays in allowing businesses to thrive in today's market.

Thank you,

Michael G. Johnson
UPS Vice President Human Resources
U.S. Operations



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The
Boeing
Company

Joyce E. Tucker
Vice President
Global Diversity and
Employee Relations

The Boeing Company
100 N. Riverside, MC 5002-9140
Chicago, IL 60606-1596

July 1, 2004

I'm pleased to welcome you to Chicago-- a city rich with diversity, culture, heritage and people.

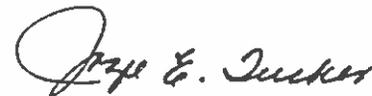
As a former president of the International Association of Human Rights Agencies (IAOHRA), I know and value the tremendous contributions IAOHRA has made to local, state and federal entities. Through collaborative partnerships, IAOHRA has provided exemplary leadership and counsel to corporations, institutions and agencies across the country and around the globe.

For more than five decades, IAOHRA has led the cause to eliminate discrimination in employment, housing, education, public accommodations, public services and commercial transactions. We applaud IAOHRA's continued dedication to protecting human and civil rights around the world.

Today, our collective work as "architects for change" is even more valuable as our global workforce continues to evolve. The business of compliance has also evolved into a strategic business that maximizes diversity.

At Boeing, we value our partnership with IAOHRA and their commitment to the advancement and enforcement of civil and human rights protection. We look forward to a continued partnership to ensure a fair, equitable and inclusive environment for everyone.

Enjoy the Windy City and have a successful conference.



Joyce E. Tucker
Vice President
Global Diversity & Employee Rights
The Boeing Company



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On behalf of McDonald's and our 1.6 million employees worldwide, welcome to Chicago! We're proud to be a sponsor of the 56th Annual IAOHRA Conference.

McDonald's has been actively involved in the neighborhoods the world calls home since Ray Kroc opened our first restaurant in April 1955. On the eve of our 50th birthday, social responsibility and corporate citizenship remain our core values and our commitment to people remains top priority in all we do.

Whether talking about customers, franchisees, employees, suppliers, or kids from a soccer team sponsored by their local McDonald's restaurant, we know people are what matter most. Because of this, around the world, we are committed to all dimensions of diversity and inclusion.

We know that seeking and attaining diversity and inclusion is not just good corporate citizenship: it's also good business. By reflecting the diversity of our customer base we can provide a uniquely welcoming environment that best serves our customers' needs – helping make their experience, and our business, better:

- For the second straight year, *Fortune* Magazine named McDonald's the Best Company for Minorities. We received special recognition for having the highest minority employee retention rate on the list.
- Nearly 40 percent of our food and packaging purchasing – a total of \$3 billion – is from women and minority suppliers, who represent half of our vendor base.
- Nearly 40 percent of all McDonald's U.S. Owner/Operators are women and minorities.
- For almost 20 years, Ronald McDonald House Charities, with support from McDonald's and its Owner/Operators, has awarded scholarships to thousands of college-bound African-American, Asian, Hispanic and Native American students.

At McDonald's, when we talk about diversity, we mean business. And we remain committed to continuing our diversity and inclusion journey within the McDonald's system and the communities we serve.

Sincerely,



Ken Barun
McDonald's Vice President, Social Responsibility



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SBC SBC Illinois is proud to partner with the international Association of Official Human Rights Agencies as a sponsor of its 56th Annual IAOHRA conference.



We firmly believe that the business community has an obligation to work tirelessly in support of human rights – from the rights of its workers and its suppliers through the rights of its customers and the men and women who live in its communities. Human dignity and understanding are the cornerstones of civilization, and we commend IAOHRA for the work it has done to support those basic human values.

At SBC, we work hard every day to build a culture and an organization that is diverse, caring, and committed to our communities. Through the SBC Foundation, we support social, economic, and civic development. The SBC Pioneers is the largest company-sponsored volunteer organization in the United States. And we strongly support diversity – in our company, in our supply chain, and in our communities.

For employees, we strive to make sure that our workforce mirrors the rich diversity of the communities we serve. We are honored that Fortune magazine has named SBC the "Best Company for Minorities" among telecommunications companies for the sixth consecutive year.

For suppliers, we have long been a leader in the inclusion of minority-, women-, and disabled-veteran-owned businesses. Supplier diversity is a critical strategic initiative and a key component of our plan to deliver the best products and services to our customers. Last year, SBC spent \$1.4 billion with diverse vendors.

And for our community, we are committed to harness the power of communications technology to bridge the digital divide, educate our children, and promote community development.

We are proud that Fortune named SBC the "World's Most Admired" telecommunications company for the seventh straight year and that we earned the industry's highest marks for corporate social responsibility. Going forward, we will continue to embrace our commitment to diversity and human rights. Doing so will remain a core value and a key part of who we are at SBC.

Sincerely,

A handwritten signature in cursive script that reads "Carrie J. Hightman".

CARRIE HIGHTMAN
President – SBC Illinois

Lettuce
Entertain
You
Enterprises,
Inc.



I have had the opportunity to utilize the Illinois Department of Human Rights' mediation program and found it to be an effective way to quickly resolve employment issues. I must admit I was a bit skeptical at first based on reports I had read about mediation across the country, but the mediators I worked with within the IDHR were professional, sincere, and sensitive to the fact that a monetary settlement is not always necessary or appropriate. I was so pleased with this program that I will absolutely choose mediation again in the future should a concern arise.

Lettuce Entertain You Enterprises, Inc. has always been committed to hiring and developing a diverse workforce, and we are proud to be associated with the IAQHRA. We are also proud to be one of the first restaurant companies in the country to offer health and dental benefits to same and opposite sex domestic partners.

A handwritten signature in cursive script that reads "M. A. Langelier".

Mitchell A. Langelier
Director of Employee Relations
Lettuce Entertain You Enterprises, Inc



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United

Glenn F. Tilton
*Chairman, President and
Chief Executive Officer*



A STAR ALLIANCE MEMBER 

August 5, 2004

On behalf of Chicago's Hometown Airline,SM it is my privilege to welcome you to the 56th Annual Conference of the International Association of Official Human Rights Agencies (IAOHRA). We are proud to serve as the conference's Official Airline, bringing agency directors and commissioners from all over the continent to this great city.

While our philanthropic support takes many forms, United has a single goal that is consistent with the mission of IAOHRA: to make the world a better place for our customers and employees to live, work, travel and do business. We recognize the importance of the work that you do every day to promote civil and human rights to all people around the world and the ever-increasing challenge of doing so.

We at United join all of the conference's sponsors, partners and our host, The Illinois Department of Human Rights, in saluting your dedication. We wish you a productive conference and enjoyable week in Chicago.

Sincerely,

A handwritten signature in cursive script that reads "Glenn F. Tilton".

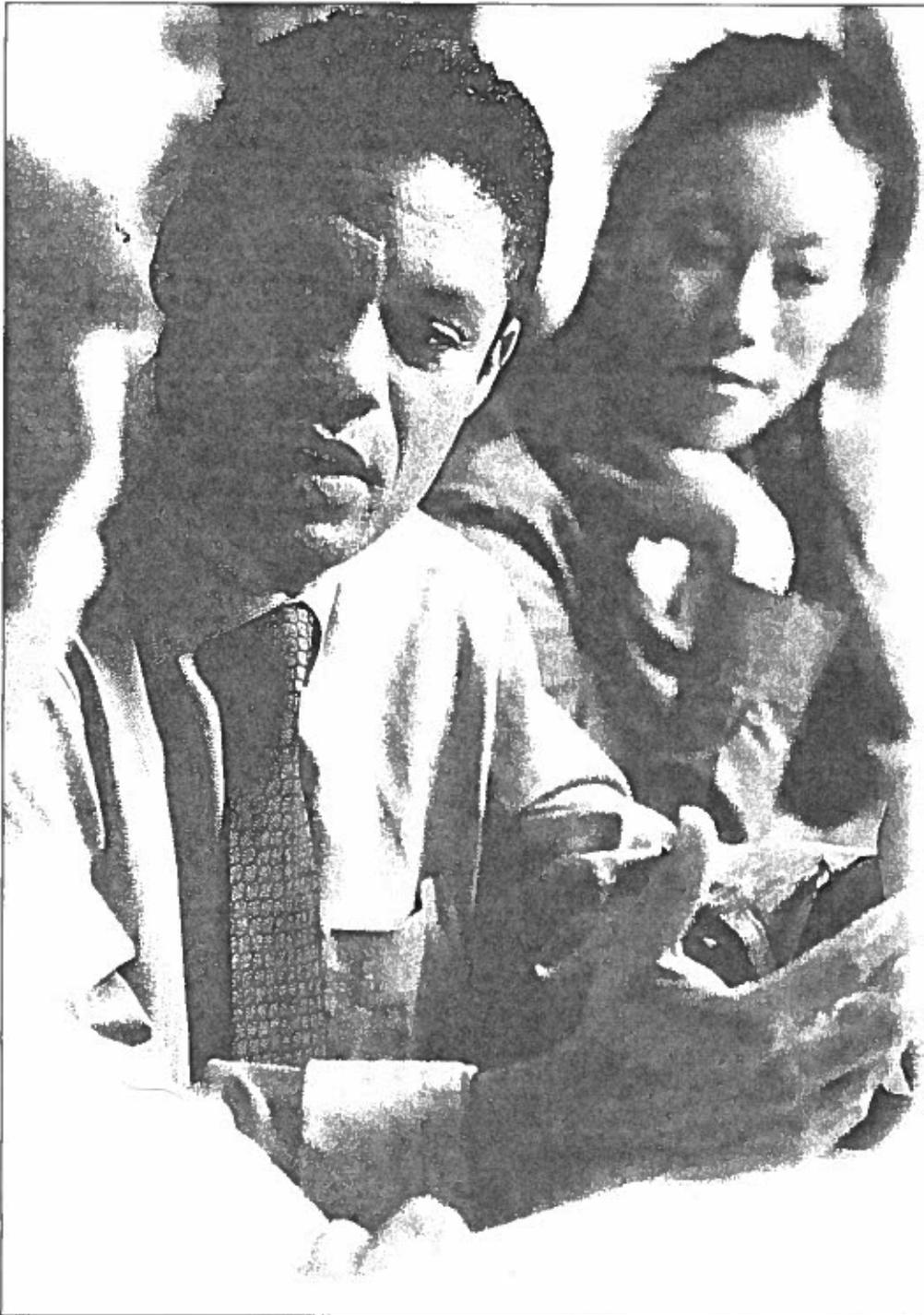
Glenn F. Tilton
Chairman, President and Chief Executive Officer
United

World Headquarters: 1200 East Algonquin Road, Elk Grove Township, Illinois 60007 Mailing Address: Box 66100, Chicago, IL 60666

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Protecting, Educating, Reaching Out

ENSURING THE RIGHTS OF ILLINOIS CITIZENS
FOR OVER 24 YEARS.

TEACHING TOLERANCE AND BUILDING BRIDGES
IN THE COMMUNITY.

CONNECTING PEOPLE AND ORGANIZATIONS
BY CREATING RESPECT AMONG DIVERSE CULTURES.

ILLINOIS DEPARTMENT OF
Human Rights

ROD R. BLAGOJEVICH, GOVERNOR
ROCCO J. CLAPS, DIRECTOR

James R. Thompson Center
100 West Randolph Street, Suite 10-100 | Chicago, Illinois 60601
312.814.6200 | 800.662.3942 | 312.263.1579 (TDD)
www.state.il.us/dhr

*Working to build
a society
that is
bias and hate free.*



THE COMMISSION ON
DISCRIMINATION AND
HATE CRIMES

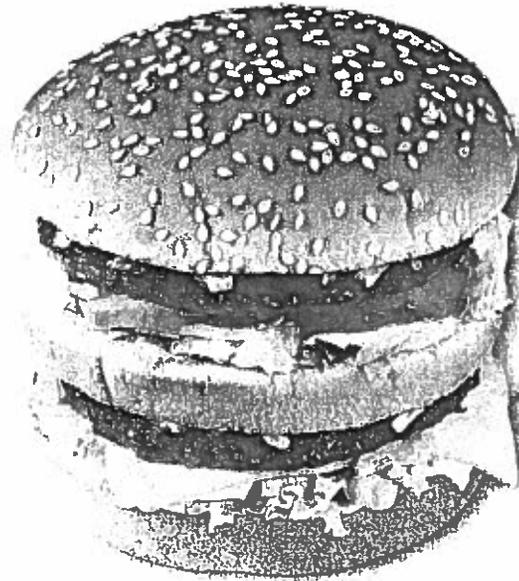
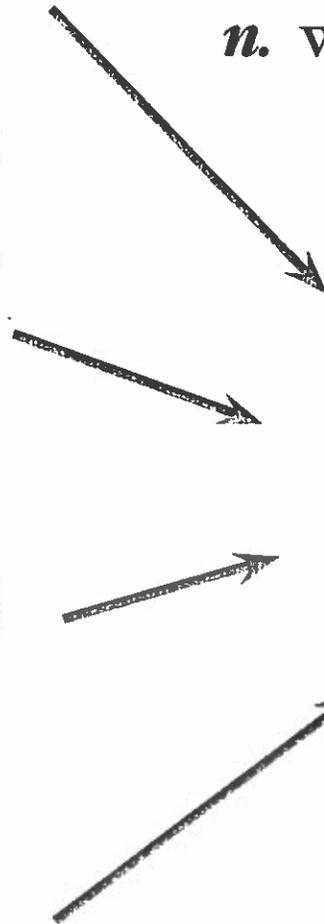
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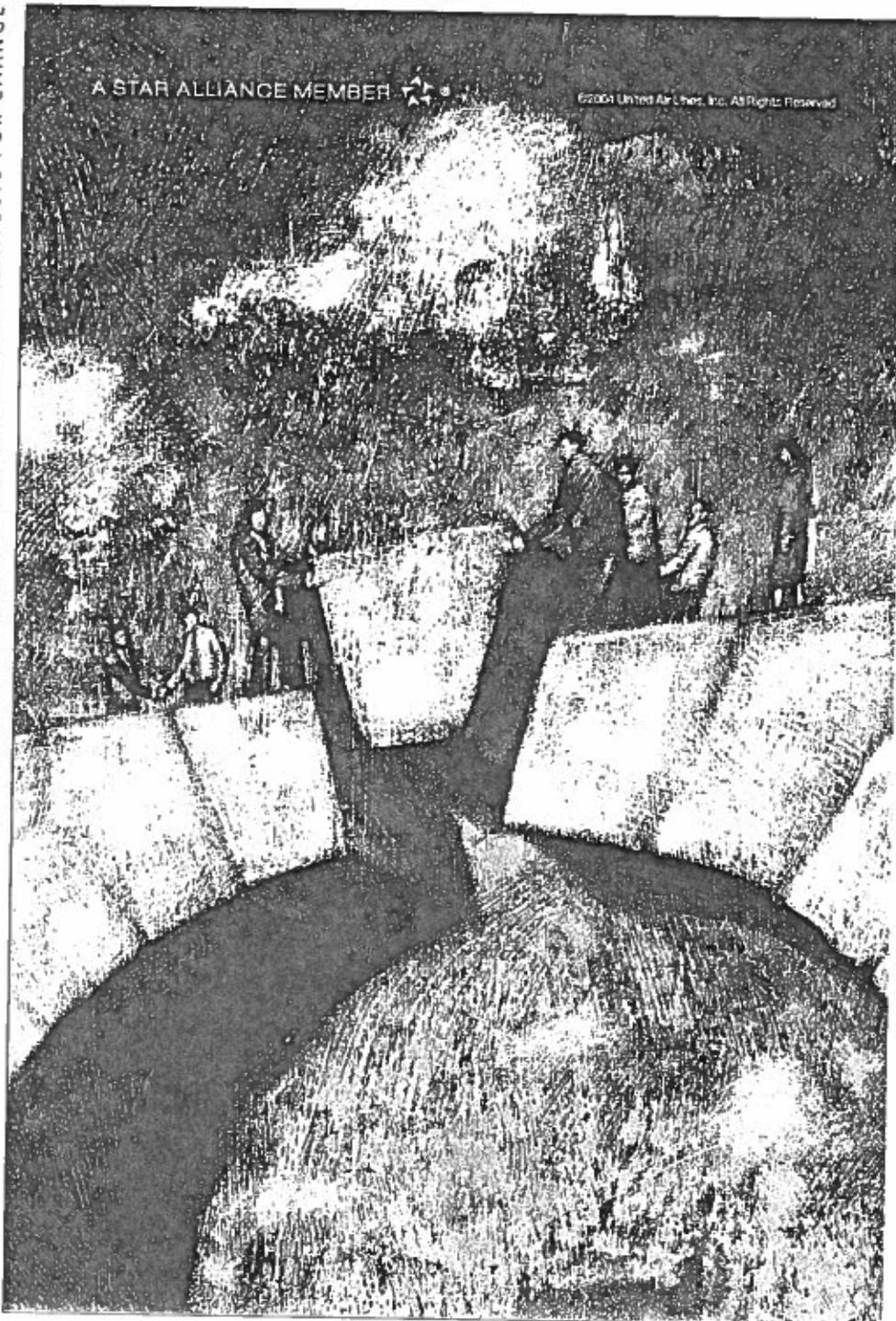
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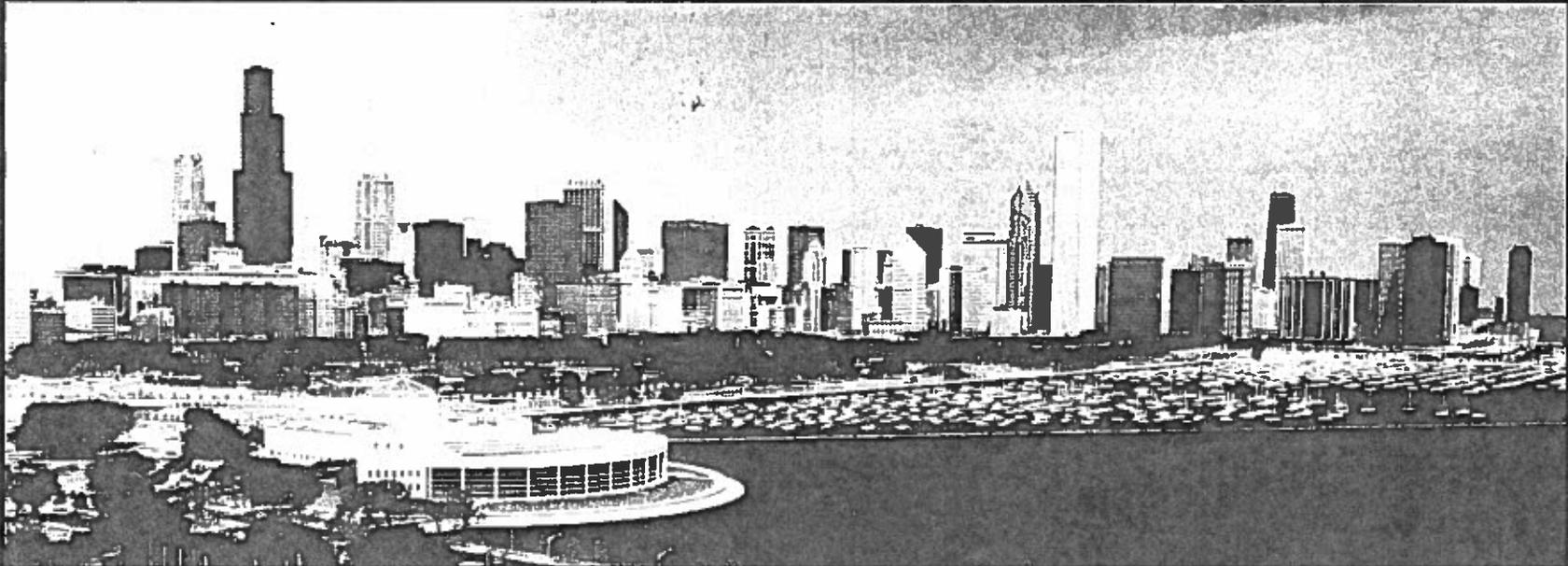
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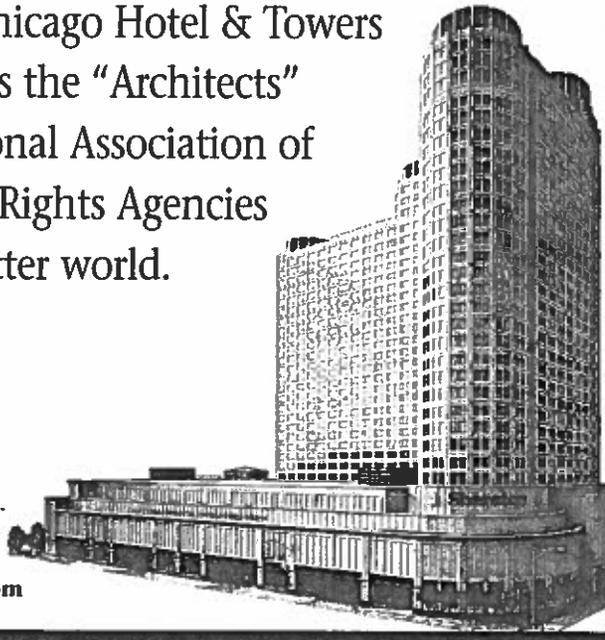
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The City of Champaign CONGRATULATES you on 56 years of leadership, persistence and perseverance. You truly are "Architects for Change"! You've "made no little plans" and we wish you the best as you continue your endeavors to advocate for global human and civil rights for all.



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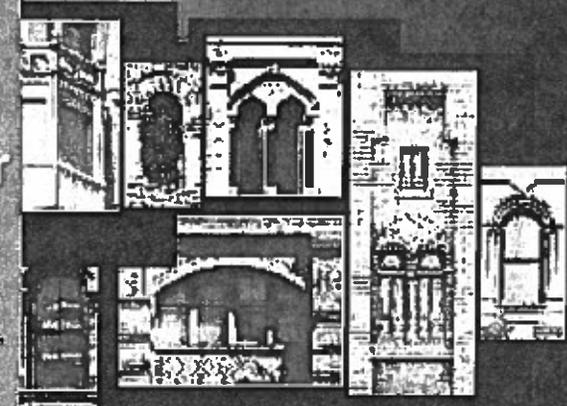
If you need assistance and just don't know where to turn contact the:
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Phone: 785-296-3206

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National Vice President for the Midwest

Mission

To advance the economic condition, educational attainment, political influence, health, and civil rights of the Hispanic population in the United States.

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The founders of LULAC took a proactive approach by creating an organization that empowers its members to create and develop opportunities where they are needed most.

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Anchorage, AK 99501

Anchorage Equal Rights Commission
620 E. 10th Street - Suite 204
Anchorage, AK 99519-6650

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Arizona Civil Rights Division
400 Congress Street West, #215
Tucson, AZ 85007

Phoenix Equal Opportunity Department
251 W. Washington Street
Phoenix, AZ 85003-2107

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California Fair Employment Practices
2014 T Street, Suite 210
Sacramento, CA 95814-6835

Los Angeles City Human Relations Commission
2000 North Main Street, #700
Los Angeles, CA 90012

Sacramento City/County Human Rights/Fair Housing
Commission
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Sacramento, CA 95814

San Francisco Human Rights Commission
25 Van Ness Avenue - Suite 800
San Francisco, CA 94102-6033

COLORADO (Denver)

Colorado Civil Rights Commission
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Denver CO 80202

Agency for Human Rights & Community Relations
First Western Plaza
303 W. Colfax Avenue - #1600
Denver, CO 80204

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Aurora, CO 80012

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Connecticut Commission on Human Rights & Opportunities
21 Grand Street, Room 400
Hartford, CT 06106

Hartford Human Relations Commission
550 Main Street
Hartford, CT 06103

DELAWARE (Dover)

Delaware Division of Human Relations
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Wilmington, DE 19801

Delaware Department of Labor/Office of Labor Law Enforcement
4425 N. Market Street, 3rd Floor
Wilmington, DE 19802

DISTRICT OF COLUMBIA

*Dept. of Human Rights & Minority Business Development
441 4th St. N.W. - Suite 970
Washington, DC 20001

FLORIDA (Tallahassee)

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Bradenton, FL 34205

Broward County Human Relations Commission
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Ft. Lauderdale, FL 33301

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Clearwater, FL 33758-4748

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Miami, FL

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Hillsborough Equal Opportunity & Human Relations Department
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Tampa, FL 33601

Jacksonville Human Rights Commission
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Jacksonville, FL 32202

Lee County Department of Equal Opportunity
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Orlando, FL 32801-3302

Palm Beach County Office of Equal Opportunity
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Chicago, IL 60602

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Minneapolis, MN 55415-1371

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Missouri Commission on Human Rights
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Jefferson City, MO 65102-1129

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Helena, MT 59624

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Lincoln, NE 68508-2294

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P. O. Drawer 27447
Raleigh, NC 27611-7447

Raleigh Human Resources Department
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Raleigh, NC 27602

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North Dakota Department of Labor
600 East Boulevard, 6th Floor
Bismarck, ND 58505-0340

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Ohio Civil Rights Commission
1111 East Broad Street, Suite 301
Columbus, OH 43205-1379

Cincinnati Human Relations Commission
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Cincinnati, OH 45202-1968

City of Shaker Heights
3400 Lee Road, c/o Law Department
Shaker Heights, OH 44120

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oom 11 - City Hall
601 Lakeside Avenue
Cleveland, OH 44114

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Columbus, OH 43215

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Dayton, OH 45402

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76 E. High Street, Second Floor
Springfield, OH 45502

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Tulsa, OK 74127

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800 N.E. Oregon Street #32 Suite 1070
Portland, OR 97232

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301 Chestnut Street, Suite 300
Harrisburg, PA 17101

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435 Hamilton Street - Room 107
Allentown, PA 18101

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368 West Princess Street
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Columbia, SC 29240

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108 City Hall
101 East 11th Street
Chattanooga, TN 37402

Metro Human Relations Commission of
Nashville & Davidson County
700 Second Avenue South
Nashville, TN 37210

TEXAS (Austin)
Texas Commission on Human Rights
P. O. Box 13006
Austin, TX 78711

Austin Human Rights Commission
206 East 9th Street, 14th Floor, Room 138
Austin, TX 78767

City of Dallas Fair Housing Office
1500 Marilla Street
City Hall 1-B N
Dallas, TX 75201

Corpus Christi Human Relations Commission
P. O. Box 9277
1201 Leopard Street
Corpus Christi, TX 78469

Fort Worth Human Relations Commission
1000 Throckmorton Street
Fort Worth, TX 76102

UTAH (Salt Lake City)
Anti-Discrimination Division Industrial
Commission of Utah
160 E. 300 South, 3rd Floor
P. O. Box 146640
Salt Lake City, UT 84114-6640

VERMONT (Montpelier)
*State Civil Rights Division Office of the Attorney
General
109 State Street
Pavilion Office Building
Montpelier, VT 05609-1001

VIRGINIA (Richmond)
Commonwealth of Virginia Council on Human
Rights
1100 Bank Street - 12th Floor
Washington Building
Richmond, VA 23219

Alexandria Office of Human Rights
110 North Royal Street, Room 20
Alexandria, VA 22314

Arlington Human Rights Commission
#1 Courthouse Plaza
2100 Clarendon Boulevard #106
Arlington, VA 22201

Fairfax County Human Rights Commission
12000 Government Center Parkway Suite 318
Fairfax, VA 22035-0093

Prince William County Human Rights Commission
15941 Donald Curtis Drive, Suite 125
Woodbridge, VA 22192

Richmond Human Relations Commission
900 East Broad Street
Richmond, VA 23219

Virginia Beach Human Rights Commission
Municipal Center-Operation Bldg. Room 18
Virginia Beach, VA 23456-9056

WASHINGTON (Olympia)
Washington State Human Rights Commission
402 Evergreen Plaza Building
Olympia, WA 98504-2490

King County Office of Civil Rights
400 Yesler Way, Room 260
Seattle, WA 98104-2683

Seattle Office for Civil Rights
700 Third Avenue - Suite 250
Seattle, WA 98104

Tacoma Human Rights Department
747 Market Street - Room 836
Tacoma, WA 98402

WEST VIRGINIA (Charleston)
West Virginia Human Rights Commission
1231 Plaza East - Room 106
Charleston, WV 25301-1400

Charleston Human Rights Commission
915 Quarrier Street #6
Charleston, WV 25301

Huntington Human Relations Commission
821 Fourth Avenue, Suite 104
Huntington, WV 25701

WISCONSIN (Madison)
*Wisconsin Department of Industry, Labor &
Human Relations
P. O. Box 8928, Room 403GEF-1
Madison, WI 53708

Madison Equal Opportunity Commission
City-County Building - Room 500
210 Martin Luther King Jr. Blvd.
Madison, WI 53703

WYOMING (Cheyenne)
*Wyoming Department of Employment, Labor
Standards Division
Herschler Bldg. - 2nd Fl. East
122 West 25th Street
Cheyenne, WY 82002

VIRGIN ISLANDS
Virgin Islands Department of Labor
P. O. Box 148, Charlotte Amalie
St. Thomas, Virgin Islands 00804

PUERTO RICO
Department of Labor & Human Resources/Anti-
Discrimination Unit
Prudencio Rivera Martinez Bldg.
505 Munoz Rivera Avenue
Hato Rey, Puerto Rico 00918

BERMUDA
Bermuda Human Rights Commission
P. O. Box HM 734, Hamilton HM CX
Hamilton 5, Bermuda

CHINA
Equal Opportunities Commission
Unit 2002, 20/F., Office Tower
Convention Plaza
1 Harbour Road
Wan Chai, Hong Kong, China

PROVINCES**CANADA**

Canadian Human Rights Commission
320 Queen Street - 13th Floor
Place de Ville, Tower "A"
Ottawa, Ontario K1A 1E1

Alberta Community Development Human Rights
& Citizenship Commission
#800, 10405 Jasper Avenue
Edmonton, Alberta T5J 4R7

British Columbia Human Rights Commission
1170-605 Robson Street
Vancouver, British Columbia V6B 5J3

Manitoba Human Rights Commission
7th Floor, 175 Hargrave Street
Winnipeg, Manitoba R3C 3R8

New Brunswick Human Rights Commission
751 Brunswick Street, P. O. Box 6000
Fredericton, New Brunswick E3B 5H1

Newfoundland Human Rights Commission
P. O. Box 8700
St. John's, Newfoundland A1B 4J6

Northwest Territories Fair Practices Office
Box 1920
Yellowknife, NT X1A 2P4

Nova Scotia Human Rights Commission
P. O. Box 2221, 1690 Hollis Street
Halifax, Nova Scotia B3J 3C4

Ontario Human Rights Commission
8th Floor, 180 Dundas Street West
Toronto, Ontario M7A 2R9

Prince Edward Island Human Rights Commission
P. O. Box 2000 - 3 Queen Street
Charlottetown, Prince Edward Island C1A 7N8

Quebec Human Rights Commission
360 rue St. Jacques - 2e etage
Montreal, Quebec H2Y 1P5

Saskatchewan Human Rights Commission
Sturdy Stone Building 8th Floor
122 Third Avenue North
Saskatoon, Saskatchewan S7K 2H6

Yukon Human Rights Commission
201-211 Hawkins Street
Whitehorse, Yukon Y1A 1X3

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Indianapolis, IN 46204

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306-815 Hornby Street
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