

BARNSTABLE COUNTY

In the Year Two Thousand and Eight

Ordinance 08-12

To amend Ordinance 05-18 and 06-02 regarding the Barnstable County Human Rights Commission.

BARNSTABLE COUNTY hereby ordains,

Section 1. Policy of Barnstable County

It is the policy of Barnstable County to promote equal opportunity for all persons in Barnstable County regardless of race, color, religious creed, national origin, sex, age, ancestry, sexual or affectional preference, marital, family or military status, source of income, neighborhood or disability where unlawful discrimination exists in housing, employment, education, public accommodations, Town and County services, insurance, banking, credit, and health care. Barnstable County will not tolerate retaliation or reprisal against persons exercising or supporting the exercise of equal opportunity rights.

Section 2. Establishment of Human Rights Commission, Membership, Term, Officers, Administration.

There is hereby established a County office to be known as the Human Rights Commission of Barnstable County (hereinafter referred to as the Commission). The Commission shall consist of **nine (9)** members to be (a) nominated by the Barnstable County Health and Human Services Advisory Council, and (b) appointed by the County Commissioners. The members of the Commission shall be residents of Barnstable County and, so far as practicable, shall be selected so as to provide Countywide, culturally and economically diverse representation.

Terms of Commission members shall be three years, except that in expanding the Commission from seven to nine members, the initial terms of the new members shall be of such a duration that the terms of no more than three (3) members shall expire in any given year. The members of the Commission shall serve without compensation.

The Commission shall meet each January to elect one (1) of its members as Chairperson, **one (1) of its members as Vice Chairperson**, and to decide on a schedule of meetings for the year.

The Commission shall convene a **sixteen (16) member Representation Council (hereinafter referred to as the Council)** consisting of a representative from each town in Barnstable County **and a representative from the Mashpee Wampanoag Tribe**. The Towns respective Board of Selectmen or Town Council, **and Tribal Council** shall appoint a representative to the Council.

The Council's purpose shall be to serve as a liaison between **each Representative's respective community** and the Commission **to work within his or her community to support the County's human rights and discrimination policy**, and to advise the Commission about issues particular to the County's various communities. The Representation Council shall meet **at least quarterly**.

There shall be a Coordinator of the Commission. **The Commission shall be structured within the Human Services Department for administrative and organizational purposes.** The

Commission **and the Coordinator** shall have available to it all the County Government resources and support available to other programs, offices, and departments that are structured as part of County Government.

Section 3. Functions, Duties, Powers.

(a) To enlist the cooperation of racial, religious, ethnic, civic, fraternal, benevolent, and private and public agencies in eliminating unlawful discrimination by cultivating an atmosphere of mutual understanding and harmonious inter-group relationships.

(b) To initiate intake, information gathering, and assessments into the existence of unlawful discrimination or harassment, retaliation or reprisal, and to resolve matters of unlawful discrimination, whenever possible, through mediation.

(c) To issue such publications and such results of assessments and research, as in the Commission's judgment, will tend to promote good will and to minimize or eliminate discrimination.

(d) To provide for community awareness of possible human rights violations and to promote understanding of diverse cultures through education and community action.

(e) To make recommendations to the Massachusetts Commission on Discrimination (MCAD) to improve access and support the promotion of human rights in Barnstable County.

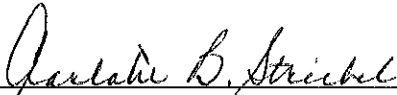
(f) To keep the Commissioners and the Assembly of Delegates informed of Commission action, by periodic report upon request, and by means of an annual written summary of its work.

(g) To **periodically provide opportunities** at which the public is given an opportunity to discuss incidents of **and/or concerns about human rights violations** and to provide referrals, where appropriate, to the MCAD as well as other public and private organizations that in the Commission's judgment will assist with resolving discrimination and human rights issues.

Section 4. Construction of Ordinance

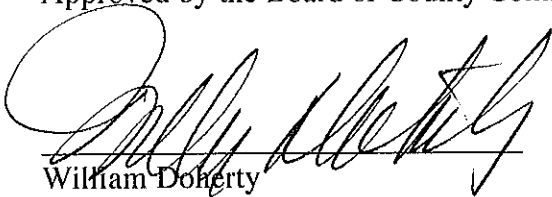
The provisions of this ordinance shall be construed liberally for the accomplishment of the purposes thereof, but nothing contained in this Chapter shall be interpreted to contravene the General Laws of the Commonwealth.

Adopted by the Assembly of Delegates on September 17, 2008.

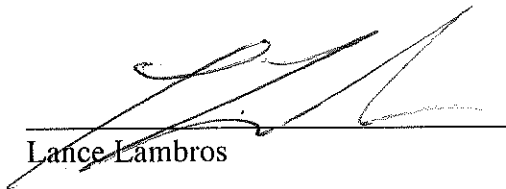


Charlotte B. Striebel, Speaker
Assembly of Delegates

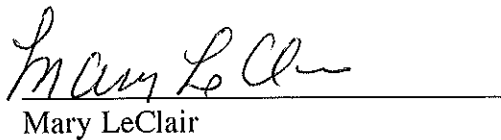
Approved by the Board of County Commissioners 9/25/08 at 1:45 p.m.
Date Time



William Doherty



Lance Lambros



Mary LeClair