

# CITY OF DETROIT FISCAL 2011/12 BUDGET

## AGENCY 29 HUMAN RIGHTS

### MISSION

The Human Rights Department investigate complaints of unlawful discrimination against any person because of race, color, creed, national origin, age, handicap, sex, or sexual orientation in violation of any ordinance or any law within the City's jurisdiction to enforce, and secure equal protection of civil rights without discrimination. Achieve City of Detroit civil rights directive and adhere to the provisions of Federal and State Civil Rights statues, and provide a work environment that is free from improper or unwelcome harassment on the basis of race, color, creed, national origin, age, religion, martial status, handicap, public benefit status, sex or sexual orientation.

### DESCRIPTION

The Human Rights Department by City Charter serves as an alternative dispute resolution agency. The department is responsible for addressing barriers and/or discrimination issues that adversely affect the well being and image of the City of Detroit, its residents, visitors and employees.

### GOALS

1. Recognize the need for basic civil rights protection for all Detroit residents, employees and visitors. Ensure that all citizens and those desiring to live and/or work in Detroit are afforded an opportunity to grow and participate in Detroit's economic, educational and social processes.
2. Ensure equal opportunity and fair treatment of all citizens and take positive action to address discriminatory practices.
3. Secure the rights of citizens to obtain service from City government without discrimination.
4. Increase mutual understanding among the residents of the community, to promote good will, and to work cooperatively with other agencies of government, community groups and organizations to eliminate discrimination and future problems.
5. Establish and implement processes and programs to educate and promote equal opportunity and fair treatment of all citizens, visitors and employees.
6. Enhance existing processes to remedy and prevent unfair (discrimination) treatment in education, employment, medical facilities, housing, public accommodations, public service and commercial space.
7. Administer and maintain zero-tolerance policy for any form of violence in the workplace, against customers or visitors of the City of Detroit.

### DEPARTMENTAL FINANCIAL INFORMATION

	GENERAL	
	<u>FUND</u>	<u>TOTAL</u>
EXPENDITURES	\$936,207	\$936,207
REVENUES	<u>454,364</u>	<u>454,364</u>
NET TAX COST	\$481,843	\$481,843
POSITIONS	8	8

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