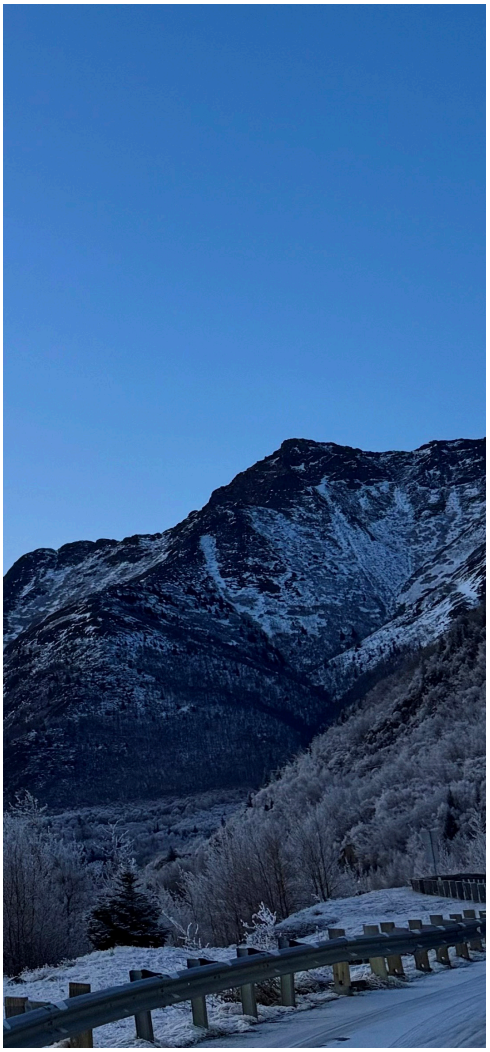






ALASKA STATE COMMISSION FOR HUMAN RIGHTS

2025 ANNUAL REPORT

COMMISSIONERS

Dorene Lorenz – Chairperson
Jessie Ruffridge – Vice-Chairperson
Rebecca Carrillo
William Craig
Shiela Cernich
Grace Salazar
Zackary Gottshall

COMMISSION STAFF

Administration

Robert Corbisier
Executive Director

Toyia Del Valle
Administrative Officer

Carisa Nelson
Commission Secretary

Jaylah Ulibarri
Office Assistant

Legal

Helen Hickmon
Human Rights Advocate

Keoki Kim
Human Rights Attorney

Kathryn DuFresne
Law Office Assistant

Investigations

Nanette Gay
Investigations Director

Mitchell Jones II
Investigator

Stephanie Guerrero
Investigator

Angleica Lynn-Regier
Investigator

Antoinette Rust
Investigator

Jocelyn Thammavongsa
Investigator

HUMAN RIGHTS COMMISSION

1901 Bragaw Street, Suite 300 | Anchorage, AK 99508
907-276-7474 | humanrights.alaska.gov

Complaint Hotline

907-274-4692 Anchorage Area | 800-478-4692 Toll Free
711 TTY / Alaska Relay



Zackary Gottshall



Grace Salazar



Rebecca N. Carrillo



William P. Craig



Dorene Lorenz



Jessie Ruffridge



Shiela Cernich

Table of Contents

Complaint Resolution Process 4
Public Hearing Cases Updates 5
2025 Appeal Updates 7
Substantial Evidence Cases 8
Resolution Conference Pre-Determination Settlement Agreements 12
Statistical Summaries 15
Resolution 20
Outreach 22

The Honorable Michael J. Dunleavy, Governor of Alaska
The Honorable Gary Stevens, President of the Senate
The Honorable Bryce Edgmon, Speaker of the House

Civil rights matter today for the same reason they mattered at our founding. They protect liberty from government overreach. History confirms this truth.

Abraham Lincoln, Fredrick Douglass, Elizabeth Peratrovich, and Calvin Coolidge defended individual rights through lawful action.

They strengthened institutions rather than undermining them. Their work preserved order through liberty.

Civil rights align squarely with conservative principles. They secure personal freedom while limiting state power. Rights are strongest when government remains restrained.

The Declaration of Independence sets a clear standard. Government exists to secure rights, not dispense privileges. Its authority flows from consent.

Protest has always been part of American self-correction. It signals tension between government action and public consent. Ignoring those signals invites instability.

Alaska has avoided widespread civil unrest in recent years. That reflects strong institutions and respect for law.

It does not guarantee the absence of discrimination.

Complaints to the Alaska State Commission for Human Rights have declined. This does not necessarily indicate improved conduct.

Silence can reflect fear, not compliance.

In 2024 and 2025, ASCHR conducted record outreach statewide. Public awareness of the agency increased significantly. Confidence in reporting has not kept pace.

During an outreach event to those served by Covenant House, our Executive Director witnessed a homeless youth accurately describe ASCHR's jurisdiction and purpose.

Another youth, Alaska Native, clearly articulated a jurisdictional employment discrimination issue, yet chose not to file a complaint.

Knowledge does not equal trust.

ASCHR strengthened and expanded Alaska's national and international leadership by hosting the International Association of Official Human Rights Agencies Annual Conference in Anchorage.

When the conference last convened in Alaska in 1986, U.S. Supreme Court Justice Clarence Thomas – then serving as Chair of the Equal Employment Opportunity Commission - was recognized for his work advancing constitutional limits and equal treatment under the law.

Visit Anchorage estimates the event generated over $380,000 in economic impact. The conference occurred in October, a traditionally low-occupancy hotel period.

It immediately elevated Alaska's standing. The United Nations Office of the High Commissioner for Human Rights issued an invitation for the executive director and I to present on the role of local and regional governments in human rights enforcement at the United Nations headquarters in Geneva, Switzerland.

Our remarks centered on the principle that access to energy and the development of natural resources can constitute a human right when they are essential to health, safety, economic stability, and community viability - particularly in remote and cold-climate regions.

Using Alaska as a case study, we discussed how infrastructure projects such as the proposed natural gas pipeline are not merely economic initiatives, but mechanisms for securing basic living standards, reducing energy poverty, and enabling communities to thrive.

That forum also allowed us to highlight the meaningful progress made by current presidential and gubernatorial administrations in addressing missing and murdered Indigenous people as a component of human trafficking, a problem that is inherently cross-border. We have been included as members of the United Nations working group on this issue.

This letter typically focuses on pleasantries and data summaries. This year, that felt insufficient as the conflicts surrounding civil rights in our society are too consequential to ignore. I will allow the data to speak for itself.

As civil unrest unfolds in other states, I am reminded of remarks recently made by my fellow Commissioner, William Craig, who noted that our nation was founded on protest and shaped by a long tradition of challenging government authority.

We are the governed, and what we are witnessing now is the strain at the outer limits of that consent.

I leave you with this somber reminder of our stewardship: for 250 years the U.S. Constitution has promised the blessings of liberty for ourselves and our posterity, and Alaska's Constitution demands that no person is to be denied the enjoyment of any civil or political right because of race, color, creed, sex, or national origin.

These are binding commitments that the Alaska State Commission for Human Rights stands ready to enforce.

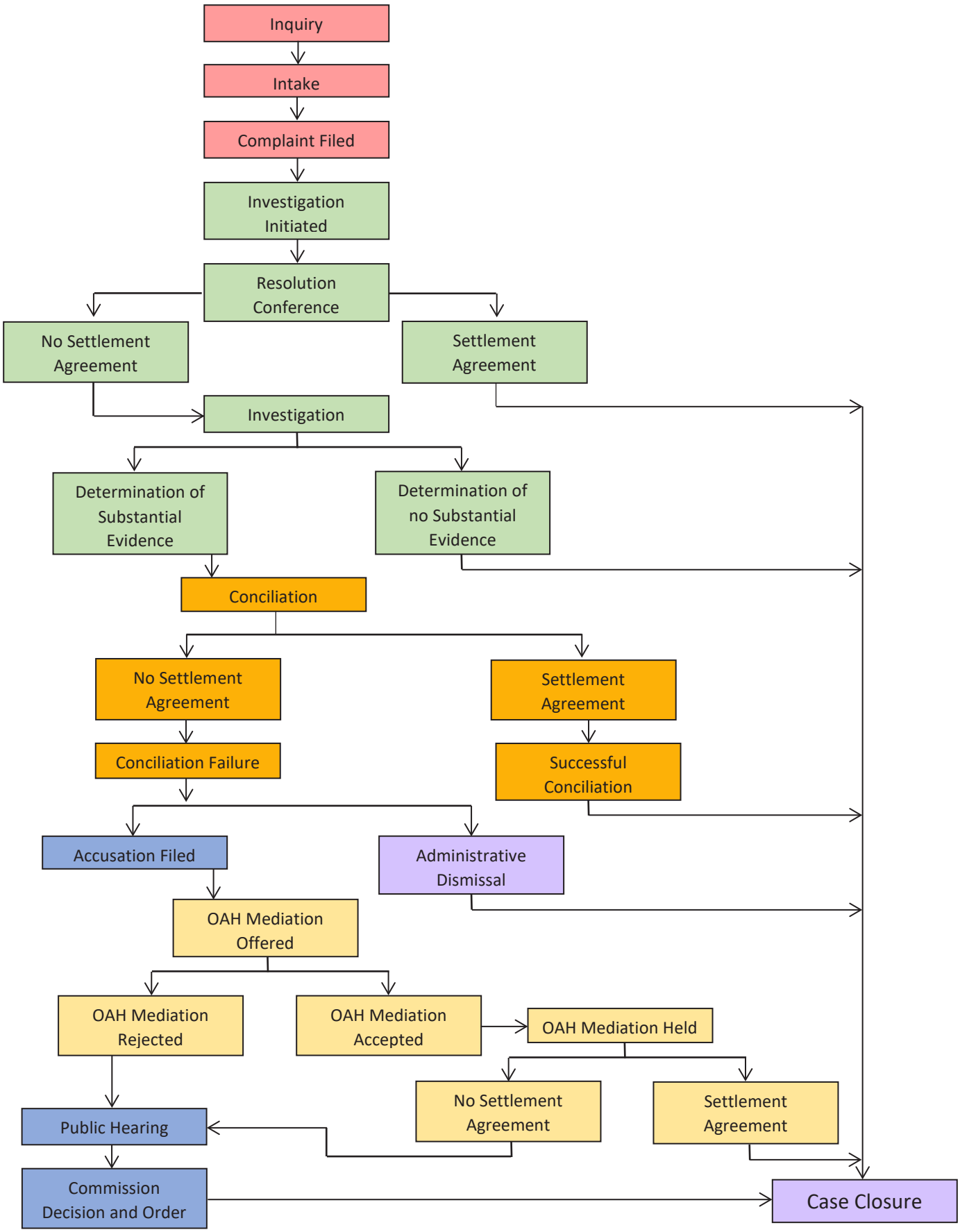
Civil rights are under pressure from every direction. The Alaska State Commission for Human Rights and the Alaska Human Rights Act remain steadfast - still standing as a beacon of hope.

Sincerely,



Dorene Lorenz
Chairperson

ALASKA STATE COMMISSION FOR HUMAN RIGHTS
Complaint Resolution Process



Public Hearing Cases

In *Morrow v. Alaska Railroad Corporation* Complainant, (OAH No. 25 -2937-HRC) an African American female, alleged she was denied the opportunity to interview for a position with the Alaska Railroad for which she was qualified. Morrow also alleged that the railroad went outside of its hiring process (granting consideration and preference to current employees) and hired an external Caucasian male applicant with fewer qualifications. The railroad asserted that Morrow did not meet the minimum qualifications (MQs) for the position, and that the successful applicant was far more qualified than her. Investigation showed the hiring process was circumvented by an interloping upper management employee with a known history of not wanting women hired into positions he deemed masculine and traditionally held by men. Investigation also revealed that Morrow was qualified to interview, and that both the appropriate hiring managers wanted to interview her but were not given the opportunity because the upper management employee had violated hiring policies, hid her application from one hiring manager, and led the other to believe she would be interviewed even after the vacancy was advertised outside the company in an attempt to attract more applicants. Investigation further showed that Morrow met the MQs, had more experience and qualifications unique to the railroad to justify the hiring managers utilizing the policy for the advancement of company employees. Both hiring managers testified that if Morrow had interviewed with the internal applicants or the external applicants, including the one they selected for the position, they would have selected her for hire. Further, investigation revealed the Alaska Railroad Corporation's board of directors was aware of and failed to address the manager's animus and discriminatory behavior toward women. A substantial evidence determination was issued July 18, 2025. Efforts to conciliate failed and the Executive Director issued a certification of conciliation failure on August 11, 2025. An accusation was filed with the Office of Administrative Hearings (OAH) on September 25, 2025. The railroad filed its answer to the accusation on October 16, 2025. The parties subsequently agreed to engage in alternative dispute resolution, and on October 22, 2025, the matter was assigned to the Office of Administrative Hearings' alternative dispute resolution process. As of December 31, 2025, the matter is stayed pending mediation.

In *Shirley Shadbolt v. American Legion* (OAH No. 25-3015-HRC), Shadbolt alleged race discrimination when an American Legion post falsely accused her of spreading rumors, removed her from her elected position as President, and banned her for one year, thereby depriving her of the privileges of her membership. Shadbolt added that ever since she was elected and displaced by a Caucasian incumbent, she had been harassed and subjected to hostile and offensive racial slurs by the American Legion's "canteen" (restaurant) manager. On October 8, 2021, she attended an event at the canteen and was confronted by Respondent, embarrassed, and told to leave. Respondent denied her allegations and asserted she made comments outside her authority and responsibility, which caused the post to close the canteen and lose money. Respondent stated that because the Shadbolt's employer is a separate corporation, it had no ability to affect her position.

ASCHR's investigation revealed that the American Legion post's location has a canteen that serves food and alcohol, and hosts entertainment events that are open to the public; no membership is required to eat meals or attend public events in the canteen. ASCHR's investigation also revealed the alleged harasser was responsible for managing the canteen and was known to make derogatory racial comments. Investigation also revealed the post's canteen fosters a culture of race discrimination towards African American members and ignores or disregards complaints of discrimination. An accusation was filed with the Office of Administrative Hearings (OAH) on October 10, 2025. The parties agreed to undergo OAH facilitated mediation and entered into a mediated settlement agreement on December 23, 2025. As of December 31, 2025, the Hearing Unit is monitoring the matter for compliance with all terms and conditions.

In *Sarah Jacobs v. Kula Rentals, Incorporated dba Ginger's Restauran*t (OAH No. 25-2401 HRC) Jacobs alleged Respondent discriminated against her based on her disabilities when Ginger's denied her service because her service dog was not wearing a vest or harness that identified the dog as a service animal, and Jacobs did not provide identification to prove the dog was a service animal. The restaurant offered contradictory accounts of the incident; however, it confirmed Jacobs was denied service because her dog was not identifiable as a service animal and Complainant didn't have documentary proof the dog was a service animal. Respondent stated that Jacobs was combative, argumentative, and threatening towards its staff, which Complainant denied. The Americans with Disabilities Act does not require a person with a disability to carry identification for their service animal or advertise their service animal's status by means of wearing a collar or harness that displays the words "service animal" on them. Places of public accommodation may only ask whether the person has a disability and what job the animal performs. The Commission issued a substantial evidence determination on April 8, 2025,

See page 6, Public Hearing Cases

from page 5

and re-served it on or about May 13, 2025. Ginger's failed to respond to the Commission. The Executive Director issued a Certification of Conciliation Failure on June 5, 2025. An accusation was filed with the Office of Administrative Hearings (OAH) on July 21, 2025. A case planning conference was held on August 13, 2025, and the matter was assigned to the OAH alternative dispute resolution process. As of December 31, 2025, the matter is stayed pending mediation.

In ***Emily Stevenson v. PacRim Properties, LLC*** and Commodore Park Townhome Condominiums., (OAH No. 25-1568-HRC) Stevenson alleged Commodore Park Townhome Condominiums (hereinafter her HOA), her homeowners' association, and PacRim Properties, LLC, the HOA's real estate management company, are contractually responsible for managing her HOA's condominium complex and they failed to provide a reasonable accommodation for her. Stevenson, who is blind, requested railings for her unit entry. PacRim independently determined the railing was unnecessary. However, both PacRim and the HOA approved the railing under the condition Complainant pay for it. Complainant alleged PacRim did not properly advise her HOA regarding the Americans with Disabilities Act (hereinafter ADA), municipal law, and state law. Both Respondents told Stevenson the railing must match the building and be black metal. Complainant alleged that an assessment conducted by an agency that provides grants for ADA accessibility approved wooden railings for her specific visual disability needs and she installed them herself. The Respondents then issued Stevenson a violation for unauthorized modifications, demanding she remove the railings or replace them with black metal, and notified her she would be issued daily fines, up to foreclosure proceedings, if she failed to comply by June 27, 2024. Stevenson explained to both Respondents that this was a disability request for a variance in the policy, explained her need for wood and not metal, and offered to either paint the rails to match the building, or to black to match other metal rails. Her request was denied. In denying the request, Respondents told Complainant that a different owner who used a cane did not have issues with the black metal.

Both Respondents denied discriminating against Complainant. PacRim denied it was the correct party to defend the HOA's decision, asserting they have no authority over final decisions made by HOA. PacRim further advised the HOA to contact legal counsel and stated it did not fine Stevenson. The HOA asserts Complainant's unit is privately owned and neither the ADA nor state or municipal laws require it to pay for modifications, even if it is to accommodate a disability. The HOA also asserts the railing installation is not a public accommodation and the HOA's role is to ensure modifications are consistent with community standards. It denies that Stevenson provided any information as to why she required wood rails instead of metal or why her disability prevented her from painting the railings black.

Investigation found that both respondents aided and/or abetted each other in the discrimination of the Complainant. The management company is tasked with advising and managing properties but has no policies regarding proper advisement for disability accommodations, as demonstrated through its communications with the HOA. The HOA also has no policies regarding reasonable accommodations, despite its control over all common areas, and retains the ability to foreclose upon owners' properties. The HOA ignored even the most basic suggestion to speak to its attorney about Complainant's request for variance to the policy allowing her the wooden rails, issuing a directive to PacRim to proceed with the fines and threat of foreclosure, which PacRim did not hesitate to do. Both Respondents ignored Complainant's request for variance and request for paint samples to ensure Stevenson either paints the rails to match the building or the black metal. Investigation revealed the issue has been ongoing since 2022 and that both respondents were always aware of Complainant's blindness. The actions of the Respondents caused a two-year delay in Stevenson obtaining a safe and accessible railing to reasonably accommodate her disability. Conciliation efforts were unsuccessful, and a Certification of Conciliation Failure was issued March 17, 2025. An Accusation was filed with OAH on May 15, 2025. A status hearing was held on October 20, 2025, at which time the parties agreed to participate in the Office of Administrative Hearings' alternative dispute resolution process. As of December 31, 2025, the matter is stayed pending mediation.

In ***David Koen v. State of Alaska, Department of Corrections, Goose Creek Correctional Center*** (OAH No. 22-0898-HRC), Complainant David Koen alleged the correctional center where he is incarcerated refused his religious accommodation request for a Kosher diet. Following a thorough investigation, the substantial evidence determination was issued August 5, 2022. After months of efforts to find a resolution to this issue, an Accusation was filed with the Commission on October 27, 2022. A Case Planning Conference was held December 1, 2022, followed by an order for any motion and response regarding jurisdictional objections due January 2023. Respondent filed a Motion to Dismiss January 18, 2023, based on its jurisdictional objection. The Commission filed an Opposition to Respondent's Motion to Dismiss on February 10, 2023, and Respondent filed their reply February 23, 2023. On April 7, 2023, an order denying Respondent's motion to dismiss was issued by OAH. Due to the large amount of discovery, both parties agreed to a trial continuance and an amended scheduling order. A combined oral argument on the Commission's Motion for In Camera Review and a status conference was held on April 2, 2025. Oral argument on the Commission's outstanding motion for In Camera Review and status conference was held December 30, 2025. As of December 31, 2025, the motion was under advisement.

2025 Appeal Updates

In *Demetrie Alexander v. Alaska State Commission for Human Rights* (4FA-17-02348CI), Appellant alleged that the Alaska Court System discriminated against him based on his race, Alaska Native, when it terminated his employment as a magistrate judge. The Commission found no substantial evidence of discrimination and closed the case. On August 9, 2017, Appellant appealed to the Alaska Superior Court. The court stayed the administrative appeal on February 28, 2018, after Appellant filed a civil action (4FA-18-01372CI) based on the same facts as those alleged to the Commission. Proposed trial dates were submitted in the second case on October 21, 2022. A Notice of Hearing was filed in 4FA-18-01372CI on October 26, 2022, and the trial concluded on October 16, 2024, with the court taking the matter under advisement. A status hearing in the appellate case (4FA-17-02348CI) was held on May 7, 2025, during which the court orally dismissed the appeal.

In *Benjamin Balivet v. Alaska State Commission for Human Rights* (3AN-23-04884CI), Appellant alleged that his employer, the State of Alaska, Department of Environmental Conservation, Division of Water, discriminated against him for having a family member with a disability by denying him remote work, and he was given a lower rating than his actual performance. The Commission did not find substantial evidence of discrimination, and the case was closed. Appellant filed another complaint with the Commission, alleging he was being retaliated against for his previously filed complaint. The Commission failed to find substantial evidence for Appellant's allegations, and the case was closed. On February 23, 2023, Balivet appealed the Commission's finding regarding retaliation to the Alaska Superior Court. After briefing and preliminary motion practice, the parties held an oral argument on December 16, 2024. The appeal was denied on June 4, 2025. As of June 19, 2025, a motion for reconsideration filed by the Appellant was denied and the case was closed.

In *Youngju Kim v. Commission for Human Rights* (3AN-23-07545CI & 3AN-25-04936CI), Appellant alleged that her employer discriminated against her when her employer terminated her employment based on her race, Asian; age; and national origin, Korean. While the case was open for investigation, Appellant withdrew her complaint to pursue a private civil action. Complainant shortly thereafter refiled her original complaint. After investigation, the Commission did not find substantial evidence of discrimination and closed the case. On or around August 2, 2023, Appellant appealed to the Alaska Superior Court. On October 12, the Superior Court issued an Order Granting Request and Order for Extension of time to File Agency Record, and the agency record was filed on December 1, 2023. On February 5, 2024, after further review by the Commission and discussion with the Alaska Department of Law, an Unopposed Motion for Remand was filed with Superior Court allowing the Commission to conduct additional investigation. On February 6, 2024, the order was granted, reopening the investigation with the Commission. The court returned the agency record on May 23, 2024. Upon further investigation, the Commission again determined there was no substantial evidence of discrimination and closed the case. Appellant appealed to the Alaska Superior Court on February 28, 2025, (case number 3AN-25-04936CI). On April 14, 2025, the court issued a Clerk's Notice of Dismissal of Appeal for Failure to Comply with Rules. On April 23, 2025, Appellant filed a Request and Order for Administrative Appeal. On May 7, 2025, the court issued an Order Compelling Administrative Record. A Limited Entry of Appearance for Purposes of Responding to Court's Second Order Compelling Administrative Record was filed along with an objection. On October 20, 2025, the Commission was served with a Notice of Appeal. The Notice of Parties was filed with the superior court on December 10, 2025. As of December 31, 2025, the matter was pending the filing of the Record on Appeal.



Executive Director Rob Corbisier and Chairperson Dorene Lorenz meet with Jule Jolles, First Secretary (Economic and Political Affairs) for the U.S. Department of State's Permanent Mission to the United Nations in Geneva.

Substantial Evidence Cases

NOTE REGARDING SUBSTANTIAL EVIDENCE FINDINGS:
Findings of Substantial Evidence remain unproven allegations against a Respondent. A Substantial Evidence finding is not proof of discrimination but is sufficient evidence to lead to an Accusation filing and a trial if conciliation efforts fail. Cases where the Executive Director finds Substantial Evidence of discrimination move into Conciliation, where staff attempt to confidentially resolve the case before filing a public Accusation.

Conciliated Case Monitoring

Emotional Support Animals (ESAs) in Housing

Complainant and her spouse purchased a condominium unit that had a "no pets" policy in the recorded declaration. The homeowner's association (HOA) filed suit to evict complainant when she moved in with her ESAs. Complainant filed discrimination complaints with the Commission and the U.S. Department of Housing and Urban Development (HUD). She settled her HUD complaint with the HOA whereby she could keep her ESAs, and, as a component of that settlement, she agreed to withdraw her complaint with the Commission. The Executive Director thereafter substituted in place of the Complainant because the settlement did not address state law public policy concerns to include articulating in the house rules that an ESA and a service animal is not a "pet" that was otherwise forbidden by the declaration, as well as to pursue training for the HOA board of directors. The parties conciliated the case. Respondent complied with all terms and conditions of the agreement, and the case was closed May 13, 2025.

Disability Discrimination

When Complainant was hired, she notified Respondent she has epilepsy. On May 17, 2024, while at work, Complainant felt ill due to her disability; she told Respondent's assistant manager that she needed a break to address her symptoms. The assistant manager made derogatory comments about epilepsy, aggravating Complainant's symptoms. Complainant went outside to breathe. Respondent's assistant manager later accused Complainant of abandoning her post. Complainant clarified what happened with Respondent's manager denying abandoning her post and requested ADA accommodation paperwork. Respondent's terminated Complainant. The parties reached an agreement, and Respondent successfully completed all terms and conditions. The case was closed April 2, 2025.

Sex-Based Employment Discrimination, Harassment, and Retaliation

Parent filed a complaint on behalf of his minor daughter. On October 24, 2023, Complainant's daughter reported to Respondent's service manager that she had been subjected to unwanted sexual comments and conduct by an adult male co-worker. The service manager forwarded the complaint to Respondent's Human Resources. On October 25, 2023, Complainant's daughter called out ill and later reported to her father that she had been subjected to unwanted sexual attention by an adult male co-worker, and that she was uncomfortable at work. Complainant emailed Respondent's manager reporting the sexual harassment and notifying the manager that Complainant's daughter was uncomfortable at work with the male co-worker. On October 27, 2023, Respondent's manager terminated Complainant's daughter citing her illness. Complainant withdrew his complaint on his daughter's behalf so he could pursue the action in a different legal venue. The original case was then closed. The Executive Director filed a charge on the same fact pattern to pursue public policy goals. An investigation revealed that Respondent did not deny the events, justifying the termination as a violation of their no-call-no-show policy. However, Respondent's policy holds an exemption for extenuating circumstances, of which Respondent's HR department wanted a thorough investigation completed rather than firing the Complainant's daughter. The general manager also failed to respond to Complainant's daughter's request for assurance of returning to a safe work environment. Evidence and testimony showed the general manager was not truthful about having conducted a thorough investigation, and that he assigned the adult male coworker at issue to complete a sexual harassment training that did not exist. The parties reached an agreement. All terms and conditions of the agreement were met and the case closed July 17, 2025.

Sex-Based Discrimination at Dental Office

Complainant alleged she was discriminated against based on her sex because she was subjected to unwelcome and offensive sexual comments and conduct while receiving a multi-appointment dental treatment. Complainant told Respondent that she was uncomfortable to the point of crying, but Respondent continued anyway. Complainant found a new dentist to complete the dental work. On October 20, 2023, Complainant informed Respondent that she would no longer continue under Respondent's care due to his behavior and requested a refund for uncompleted dental work. Respondent informed her she would need to sign a nondisclosure agreement to get a refund and denied Complainant's new dentist access to her dental records. Complainant decided to withdraw the complaint to potentially seek damages in excess of what ASCHR can obtain. The Commission entered into a two-party agreement with Respondent. All terms and conditions of the agreement were met, and the case was closed July 21, 2025.

Sexually Charged Workplace

On November 8, 2023, a complaint was filed by a patient alleging she was subjected to sexually harassing comments, conduct, innuendos, and inappropriate song lyrics while receiving treatment

from Respondent who denied the allegations. During the course of that investigation, ASCHR found substantial evidence that Respondent's owner has a history of pervasive inappropriate and harassing conduct directed not only to its female patients, but its female employees as well, including unwelcome and offensive comments and other conduct of a sexual nature. The Executive Director filed a complaint to pursue public policy goals to protect current and future employees. The Commission issued a determination on November 4, 2024. The parties reached an agreement. All terms and conditions of the agreement were met, and the case was closed on July 21, 2025.

Failure to Accommodate Service Animal at Resort

Complainant alleged Respondent discriminated against her on the basis of her physical and mental disabilities when Respondent informed her that pets are not permitted, even though Complainant informed Respondent that her animal is a service animal. Respondent denied Complainant's allegations and asserted that it received a call from Complainant who refused to provide her name, asked if Respondent allowed service dogs and immediately started threatening Respondent when it explained their no-pet policy. Respondent further asserted that the no pet policy is due to reducing impacts on the environment and local wildlife.

A Resolution Conference was held on April 23, 2025, however due to public policy concerns, the matter was transferred to the Hearing Unit so the Commission could pursue public policy goals. A substantial evidence determination was issued July 3, 2025. The parties entered into a conciliation agreement on September 22, 2025. All terms and conditions were met, and the case was closed on November 25, 2025.

Service Animal Signage

Complainant observed signage at Respondent's public facility that prohibits service animals and was offended that Respondent would deny access to individuals with disabilities and service animals. Although Respondent asserts there was no malicious intent and stated the verbiage was a result of a production oversight, the Commission's investigation found substantial evidence that Respondent's signage violates AS.18.80.230(2)(B) which states: It is unlawful for the owner, lessee, manager, agent, or employee of a public accommodation to publish, circulate, issue, display, post, or mail a written or printed communication, notice, or advertisement that states or implies the patronage of a person belonging to a particular race, creed, sex, marital status, color, or national origin or who, because of pregnancy, parenthood, physical or mental disability, or a change in marital status, is unwelcome, not desired, or solicited.

A substantial evidence determination was issued January 14, 2025. On July 21, 2025, Commission and Respondent entered into a two-party conciliation agreement, and as of December 31, 2025, the Hearing Unit continues to monitor for compliance.

Paperwork Demanded for Service Animal

Complainant alleged Respondent's server prohibited her from entering Respondent's establishment with her service animal. Respondent's bartender then informed Complainant she needed to show paperwork proving her dog was a service animal. Complainant informed them it was an illegal request, but she was denied entry. Complainant alleged discrimination based on her disability for this refusal of service. Respondent did not deny the allegations, admitting that when it became known to Respondent and it was looked into, Complainant's allegations were verified. Respondent took immediate corrective actions, advising the staff involved that what they did was illegal and then working with the Commission to understand additional ways Respondent could ensure it didn't happen again. Respondent placed signage on its entrances stating service animals were welcome, had all staff review and sign a new policy and procedure, and obtained brochures from the Commission's resource web page. While it was commendable that Respondent took such action, the act against Complainant by Respondent's staff remained an act of discrimination. The parties entered into a conciliation agreement on November 1, 2025, and as of December 31, 2025, the Hearing Unit continues to monitor for compliance.

Sexual Harassment

Respondent employed Complainant, who is female, as a security guard. She was considered by Respondent to be efficient and professional, to the point that Respondent was grooming Complainant for future management. Complainant alleged that while training a new male officer one night, the male officer behaved in a physically threatening manner toward her on more than one occasion. There were no witnesses to these events. Complainant reported the conduct to her supervisor and a manager. A second incident occurred during which the male officer blocked Complainant's path and approached her in a threatening manner. The second incident was witnessed by another officer. Complainant complained again to a manager and to Respondent's corporate risk and human resources personnel. Respondent appeared to respond on paper immediately and in a supportive manner and even moved Complainant to a different shift so she would not have to work with the harassing male. However, investigation continued beyond what Respondent had promised, and Respondent also issued Complainant a written reprimand, citing confidentiality and delaying the harassment investigation because Complainant asked Respondent's scheduler if she agreed to cover a shift, if she would have to work with the harasser. Complainant eventually put in a two-week resignation notice, citing no timely resolution to her original complaints and reporting she had been told about the harasser talking about her to her coworkers using epithets that are clearly offensive to her sex. Right after providing her two-week notice, Complainant found herself alone with the harasser for a shift change and after finishing that shift, she resigned immediately. Complainant alleged harassment due to her sex, a failure to timely and effectively respond to her complaints, retaliation for making her complaints, and constructive discharge.

Investigation found substantial evidence to support all allegations except constructive discharge. Further, investigation expanded to include retaliatory acts committed toward Complainant by Respondent's office manager after she resigned and filed her Commission complaint. Investigation showed that the office manager falsely accused Complainant of failing to return her uniform and gear, tried to charge her for the returned items, and withheld her final paycheck for approximately seven months. A substantial evidence determination was issued July 30, 2025. The parties entered into a conciliation agreement on September 30, 2025. All terms and conditions were met, and the case was closed on December 9, 2025.

Pending Conciliations

Sexual Harassment in the Kitchen

Complainant alleged sexual harassment when Respondent's executive chef physically touched her in unwelcome ways and requested a threesome with his wife. After she refused, her hours were reduced, and her position titles were changed. She filed an internal complaint, but Respondent took no corrective action and terminated her employment. During the ASCHR investigation, Respondent denied the allegations and asserted that it investigated but could not substantiate Complainant's allegations. It made a transition of Complainant's duties as a lateral move to reduce the number of employees reporting to her because she was struggling in her role as a supervisor and she was not performing to expectation. Respondent later terminated the executive chef when another sexual harassment complaint came to light shortly after it terminated Complainant. As of December 31, 2025, the matter was pending determination finalization so conciliation may begin.

Patron Denied Sale of Alcohol because of use of tribal ID

Complainant alleged in early December 2024, he attempted to use his tribal ID to purchase alcohol from Respondent's liquor store. Complainant alleged that his tribal ID, which includes his photo and his date of birth, is federal REAL ID Act compliant and is accepted by the Transportation Security Administration for travel. Respondent's clerk and a manager refused to accept his tribal ID, informing Complainant that Respondent only accepts state and military IDs. Complainant called Respondent's corporate office several times to complain and received no response. Complainant felt that Respondent discriminated against him based on his race. Respondent denied Complainant's allegations, asserting that in order for a tribal ID to be valid for the purchase of alcohol, the ID must come from a federally recognized tribe. Respondent asserts that its clerks have no way of knowing which tribes are federally recognized, and that if the clerks are unsure of the validity of an ID, Alaska law states that they may require the person to furnish a valid driver's license or state identification card.

Investigation showed that Complainant did attempt to use his tribal ID and was informed that it was not a valid proof of age by Respondent's manager. Further testimony showed that Complainant was unable to use his tribal ID to purchase alcohol at any of Respondent's stores, with similar reasonings given for each denial. Evidence showed that Complainant's ID met all statutory requirements and there is no evidence to suggest that Complainant's ID was fraudulent or otherwise invalid. A determination was issued on December 3, 2025. The Determination and proposed Conciliation Agreement were served on Respondent's registered agent on December 23, 2025. As of December 31, 2025, the matter is still in conciliation.

Sexual Harassment in a bank

Respondent employed Complainant at a branch location. Complainant alleged she was subjected to unwelcome conduct and touching, sexual in nature, by Respondent's assistant branch manager (hereinafter ABM), which she objected to. Complainant alleged the ABM inquired about her medical condition when she needed an additional day off for medical leave, and when she refused to provide the medical details, he reported her to human resources for taking leave without approval. Complainant alleged that she complained to her supervisor and human resources and that it resulted in Respondent's ABM repeatedly retaliating against her by writing her up for minor infractions and raising his voice at her. A substantial evidence determination was issued May 14, 2025, the parties engaged in conciliation, and on December 31, 2025, Complainant withdrew her complaint so as to preserve her ability seek non-compensatory damages.

Constructive Discharge at a bank

Complainant, employed at a branch location, further alleged that, on August 5, 2024, she informed Respondent of her intention to resign from her position. Complainant alleged that she felt she had no choice but to resign due to the discriminatory treatment from Respondent's assistant branch manager (ABM) that continued even after she complained to HR. Respondent denied the allegations and asserted Complainant only complained when she resigned her employment on August 5, 2024, due to alleged sexual harassment by the ABM. Once known, Respondent took immediate action, conducted a full onsite investigation with multiple interviews and was unable to substantiate Complainant's allegations. Respondent asserted that the ABM's employment was terminated anyway due to the investigation showing a lack of leadership and empathy for staff and because he cornered a Respondent supervisor demanding to know what she said during the investigation.

Investigation produced evidence that showed Respondent's supervisor did know about the conduct throughout most of complainant's employment but failed to follow policy mandating that she report the conduct. The supervisor's reason was that Complainant feared retaliation resulting in job loss and was actively seeking comparable employment, and the supervisor believed the threat was real due to her own experience with the ABM. This fear should have heightened the supervisor's responsibility to report to human resources (HR). Investigation also found that the Respondent's internal investigation did produce corroborating testimony about the conduct of the ABM, toward Complainant and at least one customer, and that the customer spoke to Respondent's branch manager, who also did not follow policy and report the conduct, allowing it to continue for the Complainant. Investigation questioned why the Respondent's HR did not substantiate the claim based on the corroborating testimony produced and Respondent's answer to that question showed HR's decision may have been hindered by a bias regarding small town dynamics. Investigation ultimately showed that the allegation about the medical information and report to HR was properly handled and no substantial evidence existed to show it violated AS 18.80. Substantial evidence was found to support all other allegations, including a genuine dispute of fact. A substantial evidence determination was issued May 14, 2025, the parties engaged in conciliation, and on December 31, 2025, Complainant withdrew her complaint so as to preserve her ability seek non-compensatory damages.

Patron Denied Alcohol Purchase – National Origin Discrimination

Complainant is an Italian citizen who holds a United States-issued valid Permanent Resident Card. On October 5, 2024, Complainant attempted to purchase alcohol from Respondent utilizing her Permanent Resident Card. The identification document was rejected, and she was denied the sale. Multiple Respondent employees told Complainant that it was against Respondent's policy to sell alcohol to anyone if they did not present an Alaska State-issued driver's license or identification card. She then filed a complaint alleging national origin discrimination (Italian) for failing to accept her Permanent Resident Card as valid identification. Respondent asserted that its policy is required due to the unique Alaska law known as the "Red Stripe Law" that criminalizes the sale of alcohol under specific legal circumstances. Respondent believed the use of an identification document not issued by Alaska to be an attempt to circumvent that law. Investigation showed that an unexpired, unaltered passport or an unexpired, unaltered driver's license or identification card issued by a federal or state agency or federally recognized tribe authorized to issue driver's licenses or identification cards that is made of or encased in plastic and contains a photograph of the licensee or card holder and a statement of age or date of birth and otherwise meets the requirements of AS 04.21.050(b) was sufficient for the sale. Investigation also revealed Respondent had a method to protect its legal interests but chose not to. In so doing, investigation showed Respondent's policy discriminated not only in Complainant's case of national origin, but for anyone having no Alaska State-issued identification, including people from other nations and other states. A substantial evidence determination was issued July 18, 2025. Efforts to conciliate the matter were unsuccessful, a Certification of Conciliation Failure was issued October 21, 2025. However, the case was subsequently closed because the investigation did not show any intent to discriminate against Complainant based on her Italian national origin as opposed to all non-U.S. citizens.

Unsolicited Sexual Touching

Respondent employed Complainant as a part-time, seasonal mechanics helper, laborer, and snow plower. Complainant alleged that another employee touched him in an unwelcome and sexual manner, and he complained to that employee's supervisor. The conduct continued and he complained to the Respondent's owner and asked that his complaint be documented. Complainant alleged Respondent's owner warned him that if insisted on documenting the conduct, Complainant's employment would be over. Complainant insisted anyway and Respondent terminated Complainant's employment. Complainant further alleged that a Respondent employee later contacted him and offered him money to not say anything about what happened to Complainant at Respondent's place of employment, but Complainant declined. Complainant alleged that Respondent discriminated against him based on his sex and retaliated against him for requesting that the offensive behavior cease. Respondent denied the allegations and asserted that, when it was reported to the Respondent's owner, Respondent investigated and did not substantiate the reported conduct. Respondent also asserted that it did not terminate Complainant's employment, but that Complainant was a seasonal employee and like all seasonal employees, his hours became significantly reduced as the winter season came to an end.

Investigation substantiated that a Respondent employee had been touching various employees in an unwelcome, offensive, and sexual manner for some years. Other employees threatened that the offending employee with physical violence should he either touch them or continue to touch them, after which the offending employee stopped but moved on to new employees. While investigation did find evidence to support that Complainant was touched in such a manner on two occasions early in his employment, it also found no evidence to support the unwelcome conduct continued and that, several months after it stopped (when Complainant did report the past conduct to Respondent's owner), his hours were already cut to the point that he had filed unemployment—something typical for seasonal

workers. Investigation produced evidence to show that other employees in similar situations had lost hours before and after Complainant. No evidence was produced to show any connection existed between the reported conduct and Complainant's loss of work. Investigation did not produce evidence to show that anyone approached Complainant to offer to pay him not to speak out about what happened at Respondent and that, even if there was such evidence, no harm came to Complainant as a result. Complainant further reported that Respondent's owner was hovering a helicopter over his house to harass him for hours due to his filing the ASCHR complaint. Although investigation substantiated that Complainant was subjected to unwanted sexual contact early on in working there, his adverse employment action was not a pretext - he was a seasonal employee who was treated the same as other similarly situated seasonal employees. Ultimately, investigation produced no substantial evidence to support Complainant's allegations that he was terminated due to his sex, but did find substantial evidence to show that a long-term pattern of sexual harassment existed within Respondent's work environment, many people were aware of it, and neither a supervisor nor the owner had ever taken timely and effective steps to correct it. A substantial evidence determination was issued December 4, 2025, and as of December 31, 2025, the Commission is attempting to conciliate the matter.

Multiple Emotional Support Animals

Complainant alleged Respondent, a homeowner's association (HOA), discriminated against her on the basis of her mental disabilities, asserting Respondent began to harass her about her Emotional Support Animals (ESAs) when it started issuing her fines for allegedly violating its pet policy. Complainant has nine dogs, all of which she alleges are ESAs required for her various disabilities. Respondent denied Complainant's allegations and asserted that its rules limit pets to "two (2) domestic pets, being either (2) dogs or two (2) cats or one (1) dog and (1) cat of gentle disposition may be kept in a unit." Respondent asserted on February 23, 2025, Complainant changed her story from "all nine dogs are pets" to "all nine dogs were ESAs," made an accommodation request, and provided a letter that stated she was in need of an ESA. Complainant's request neither indicated she was entitled to nine ESAs nor articulated the nexus between the disability and the services provided by multiple animals. Therefore, Complainant's request was denied given the insufficient information. Respondent also asserted Complainant produced another letter prescribing the dogs to help with her mental health, and after internal deliberation, Respondent decided to grant Complainant's request in part by allowing three dogs rather than two.

Complainant presented evidence that nine dogs are emotional support animals, not pets, and are a necessity, not a preference, related to her disabilities. A letter written by Complainant's health care provider indicated that Complainant's use of ESAs "have been an integral part of her care. Other modalities have not been as successful as animal companionship." Additional documentation from a Licensed Professional Counselor stated that it was necessary for Complainant's animals to live with her "as their presence will mitigate symptoms" of her disabilities.

Respondent offered no corroborating evidence that Complainant's dogs present a health and or safety risk to others, are destroying or have destroyed property, are presenting a nuisance, or are altering the fundamental character of the condominium complex. A substantial evidence determination was issued November 6, 2025. The matter failed to conciliate. As of December 31, 2025, the matter was pending a legal and evidentiary review in the Hearing Unit.

Resolution Conference Pre-Determination Settlement Agreements

NOTE REGARDING PRE-DETERMINATION SETTLEMENT AGREEMENTS:
Resolution conferences are held as the first step in the investigation process to obtain preliminary facts from the parties and then attempt a settlement negotiation. A case settled at this stage did not undergo a complete investigation, nor has any finding been made. The following cases all resulted in Pre-Determination Settlement Agreements as a direct result of participating in a resolution conference.

Service and Emotional Support Animal in Housing

Complainant alleged that Respondent discriminated against her based on the disabilities of closely associated children she had temporary custody of. Complainant alleged that her sister's children have a dog that is a service animal for one and an emotional support animal (ESA) for the other. Complainant began to receive notices to quit shortly after the dog and children moved in that required her to remove the dog. Eviction proceedings were filed in Alaska Superior Court. Respondent denied the allegations, asserting that the dog had lunged at someone causing them to pepper spray the animal and had bitten another resident. Respondent provided evidence of an animal control impound notice, a photo of the asserted dog bite, and evidence of the interactive process that eventually denied the animal due to the animal constituting a direct threat to others.

Complainant insisted the dog was not the one that caused the problems and it was a different pit bull - animal control having cleared her dog. Respondent disputed that as well and showed further evidence indicating Complainant's dog had a second bite

notice right before she vacated the unit December 26, 2024. Her vacating the unit caused the dismissal of the court proceeding but Respondent was pursuing Complainant for $6,300 for various items and issues. Complainant admitted that there was a "No Pet" rule and that others with ESAs or Service Animals were not targeted and when asked why the manager would target Complainant otherwise, she revealed several valid and nondiscriminatory reasons. An informal negotiation was conducted between the parties in which Complainant agreed to withdraw her case in exchange for Respondent dropping the pursuit of all fees and/or collections against her. All terms and conditions were met, and the case was closed on March 28, 2025.

Pregnancy Discrimination

Complainant alleged that she informed Respondent's owner of her need for time off due to severe morning sickness symptoms related to her pregnancy and was told to stay home until she had recovered. Complainant further alleged that she was then informed by Respondent's owner that her hourly and commission-based position was being eliminated, stating that it was "not working out" and because she was taking sick leave due to her pregnancy, she was offered a commission only remote position. Respondent denied the allegations and asserted that it did not impose material adverse changes to Complainant's compensation or benefits; instead, it offered Complainant a remote, commission-only role designed to address her performance shortfalls and keep staff at positions where their skills can be best utilized. Complainant initially refused the position but showed up the following day intending to begin training and on August 27, 2024, when its manager refused to sign Complainant's self-drafted termination letter, she abruptly resigned.

A Resolution Conference was held on January 10, 2025, and the parties entered into a Pre-Determination Settlement Agreement with Respondent compensating Complainant $10,000. All terms and conditions were met, and the case was closed on July 14, 2025.

Remote Work & Pregnancy

Respondent employed Complainant as a transaction coordinator from April 2019 to February 2022 when Complainant left the state. Respondent asked her to return to do the position on a remote basis in June 2024. On July 15, 2025, Complainant informed Respondent that she was pregnant and would require maternity leave in January 2026. On July 17, 2025, Respondent notified Complainant that it wanted to have its transaction coordinator in the office and was doing away with the remote position. Complainant alleged the action was taken due to learning of her pregnancy. Respondent denied this and asserted its associates had been discussing for months that it could not continue the position remotely and required the position to be in-office as it had become clear the licensees in the office could not continue to do both their duties and the local duties required of a transaction coordinator. Respondent asserted it was desperate at the time and hoped the position could be done remotely but found it was too burdensome. Respondent offered several witnesses who could say Respondent had been searching for recommendations for a local transaction coordinator since spring and, until it found one, it did not want to tell Complainant due to past hardships in locating one. Respondent hired Complainant remote for that very reason - the difficulty in finding someone for the position that would also be a good fit for the small office. Respondent also offered current and former employees who had been pregnant through their employment and allowed them to bring their babies to work with them. Respondent kept Complainant on remote work until it found a suitable in-office replacement in September 2025. Complainant did not deny that there were several important job duties that she could not perform remotely when given a list of those duties others were performing for her. Respondent asserted that it valued Complainant and would have kept her employed had she been able to return to work in the office. The parties agreed to meet, and a resolution was agreed upon in which Respondent agreed to pay Complainant $5,000 to put the matter to rest for both parties. All terms and conditions were met, and the case was closed on November 8, 2025.

Noteworthy No Substantial Evidence Findings

Excessive Force

Respondent hired Complainant as a police officer. Complainant was a certified officer who had worked for other police departments both in and out of Alaska. Complainant alleged that he and his Caucasian partner responded to a call that resulted in an arrest requiring escalated use of force during which Complainant became injured. While temporarily out due to the injury, Complainant alleged that his chief referred to him as "nigger or nigga on multiple occasions" and that the chief said, "now that the nigger was injured, she could get rid of me." Upon his release to full duty, Respondent suspended Complainant pending an investigation that Complainant alleged was for falsified allegations, including false medical reporting and excessive use of force, and that it led to Respondent terminating Complainant's employment. Complainant alleged that his Caucasian partner was not suspended or investigated but had engaged in a higher level of escalation than Complainant had. Complainant alleged discrimination based on his race, African American.

Investigation included review of multiple body cam videos that showed Complainant initiated the escalation in a situation that did not call for any escalation by using his taser on a sleepy, drunken, and naked individual who was not a direct threat to either officer. Evidence also showed that the Caucasian partner did not escalate the situation in any way and barely escaped Complainant's rapid use of his taser. Further, the Caucasian partner was not yet a certified officer and did not have Complainant's level of experience. Complainant was seen on video not only tasing the individual but also drive stunning him by pressing the electrodes directly into his body. During investigation, body cam video and a lawsuit were revealed from Complainant's prior employer, just months earlier, that showed similar conduct during a traffic stop for a broken headlight. In that instance, again the individual did not resist; however, Complainant had written a falsified report relied upon by a prosecutor, that stated the individual did resist for several minutes. Complainant could be seen immediately tasing the person who was following police directives, in front of the individual's young children, and continued to do so just as he did in the instant case. This demonstrated a pattern of unnecessary use of force and further corroborated Respondent's concerns.

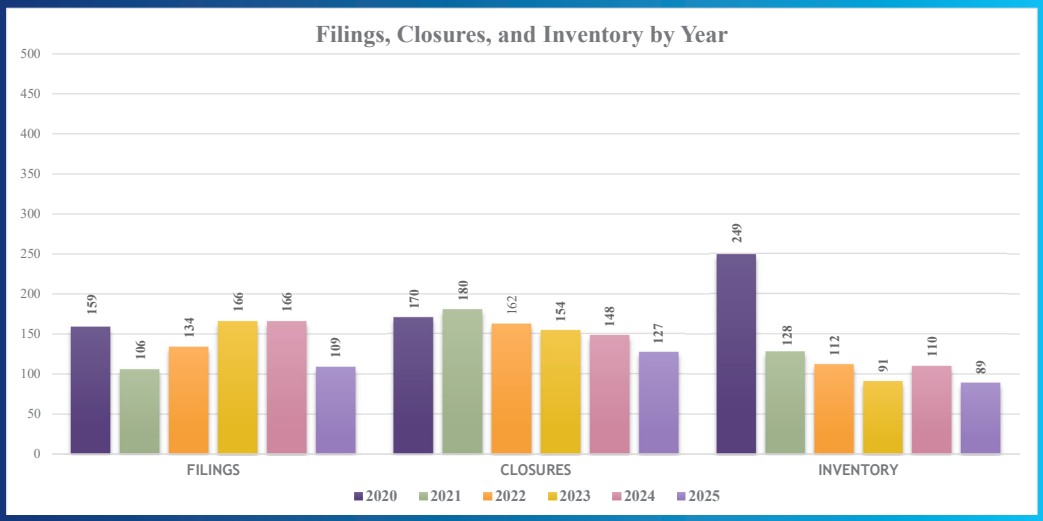
Because the video evidence undeniably showed that Complainant had violated Respondent's policies on use of force, and because additional evidence showed that Complainant had omitted roughly a dozen prior police officer positions and applications on a required pre-employment application form, to include advising Respondent of a prior excessive use of force active lawsuit, Respondent was shown to have acted correctly and in keeping with its policies and procedures that it applies to all of its officers, regardless of any protected status. Respondent's legitimate and nondiscriminatory termination of Complainant's employment made the issue of whether anyone referred to him using the n-word moot, something that Complainant did not raise while still with the Respondent, nor during Respondent's internal investigation, and only did so when he brought his Commission complaint.

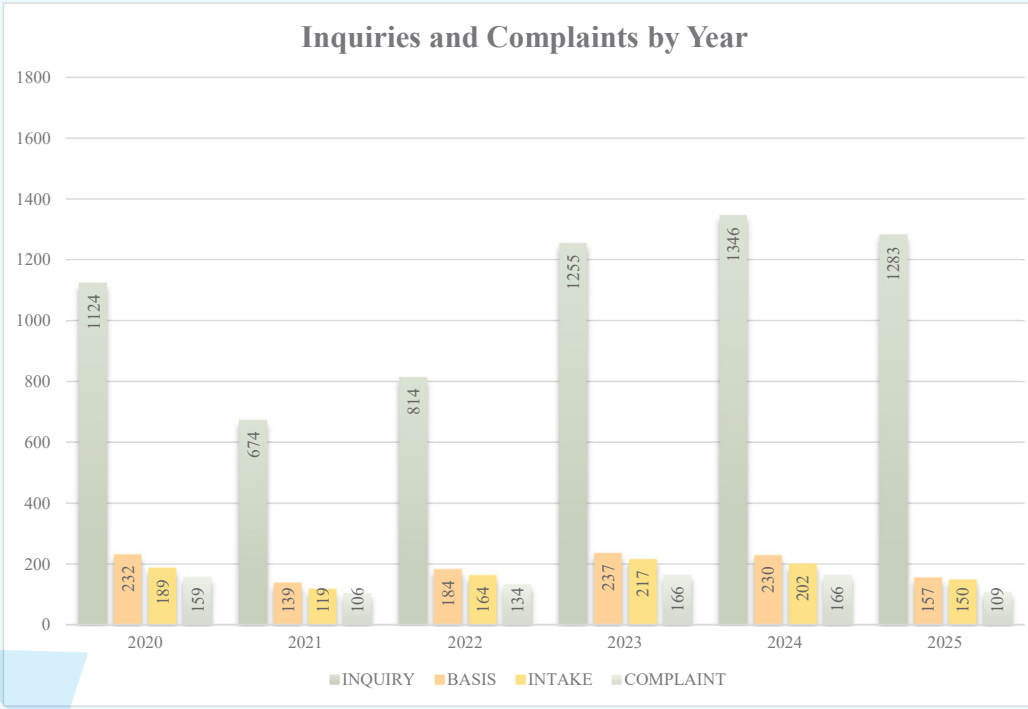
Drug and Alcohol Testing: Refusal to Test

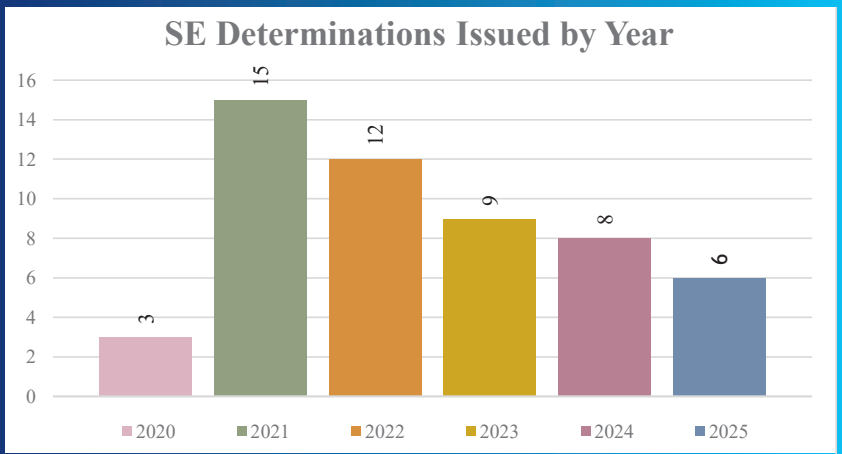
Respondent hired Complainant as a general foreman to work in a remote Alaska location. Complainant alleged that, despite his satisfactory performance, Respondent terminated his employment after he sustained a work-place injury and was out of state for additional medical care. Complainant alleged that Respondent said it was terminating his employment because he failed to undergo a drug and alcohol test that Complainant said he volunteered to do but was unable to when he was flown out of state for continued medical care. Complainant alleged Respondent discriminated against him by treating him as disabled due to his injury. Respondent denied the allegations. Investigation showed that several witnesses had reported Complainant smelling of alcohol while on the job and that this information coincided with the workplace injury Complainant sustained. Investigation showed that Respondent kept its internal investigation of the reports of on-the-job alcohol consumption separate from its workplace injury communications. Respondent has a zero-tolerance policy regarding workplace drug and alcohol use and a policy mandating testing upon reasonable suspicion, and such was the case here. A refusal to test is counted by Respondent as a positive result. The timeframe between the injury and Complainant's flight out of state was sufficient for him to test, it was not voluntary, and investigation showed Complainant had declined upon more than one request to test during that timeframe. Respondent proceeded with the termination of Complainant's employment for nondiscriminatory reasons, following a strict policy Complainant signed when hired as do all Respondent employees.



Statistical Summaries







ANALYSIS OF 2025 CLOSURES

REASON FOR CLOSURE	
NOT SUBSTANTIAL EVIDENCE	**105**
ADMINISTRATIVE	**12**
Complaint Withdrawn	10
Lack of Jurisdiction	0
Administrative Dismissal	2
CONCILIATION AND SETTLEMENT	**2**
Pre-determination Settlement	2
Resolution Conference Closures	0
HEARING	**8**
Hearing Decision for Complainant	0
Prehearing Settlement	8
Total Closures	**127**

Filings by Issue

	Single	Multiple
Fired	70	36
Terms and Conditions	17	11
Failure to Accommodate	7	1
Denied Service	6	1
Failure to Hire	5	0
Harassment	2	0
Failure to Rent	2	0
Total Filings	**109**	

*Some complaints alleged more than one basis and/or issue

Filings by Basis

	Single	Multiple
Sex	31	24
Race	24	11
Physical Disability	14	4
Mental Disability	12	0
Age	9	2
Retaliation	9	6
Pregnancy	4	0
Retaliation for Filing	3	1
Religion	2	0
National Origin	1	0
Total Filings	**109**	

*Some complaints alleged more than one basis and/or issue

How did you hear about us?

Other	35
EEOC	27
Internet Search	23
Google	7
Other Agencies	7
Friend/Family Member	6
Attorney	4

Filings by Complainants Gender

Male	50
Female	59

Filings by Complainants Age

20 years and under	0
21 - 40 years	53
41 - 60 years	45
61 years and older	11

Filings by Complainants Race

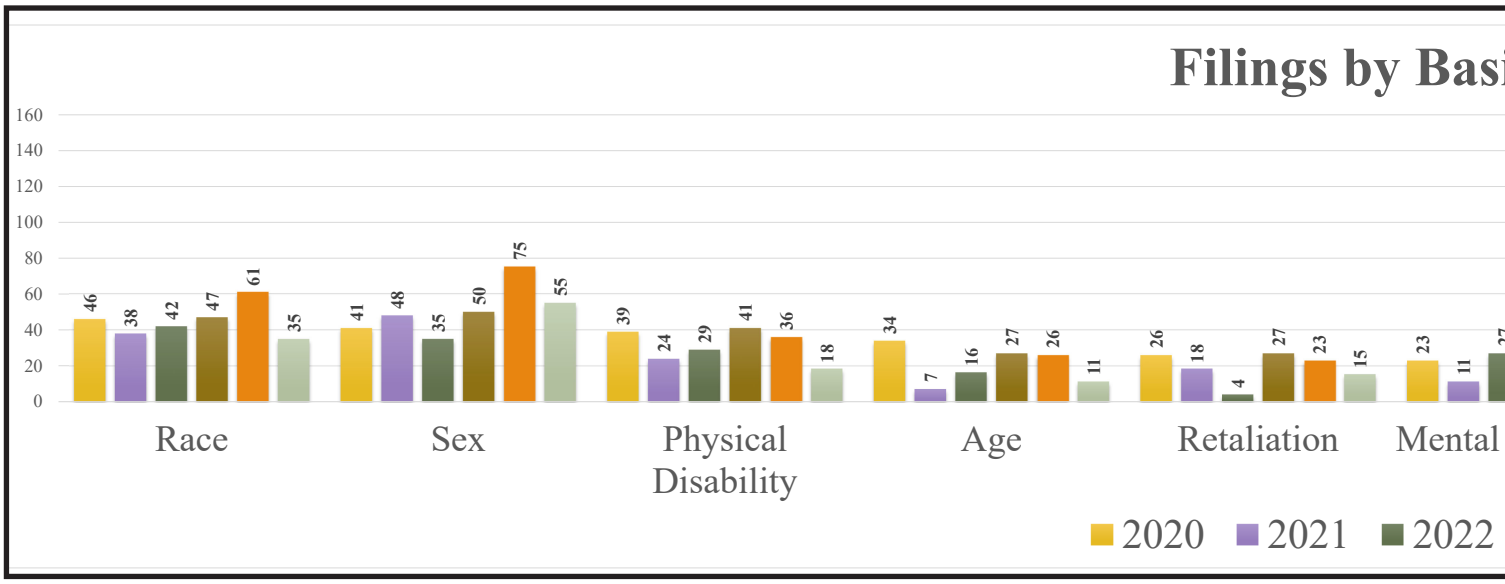
Caucasian	59
Black	20
Bi Racial/ Multi Racial	11
Native	8
Hispanic	7
Asian	3
Pacific Islander	1

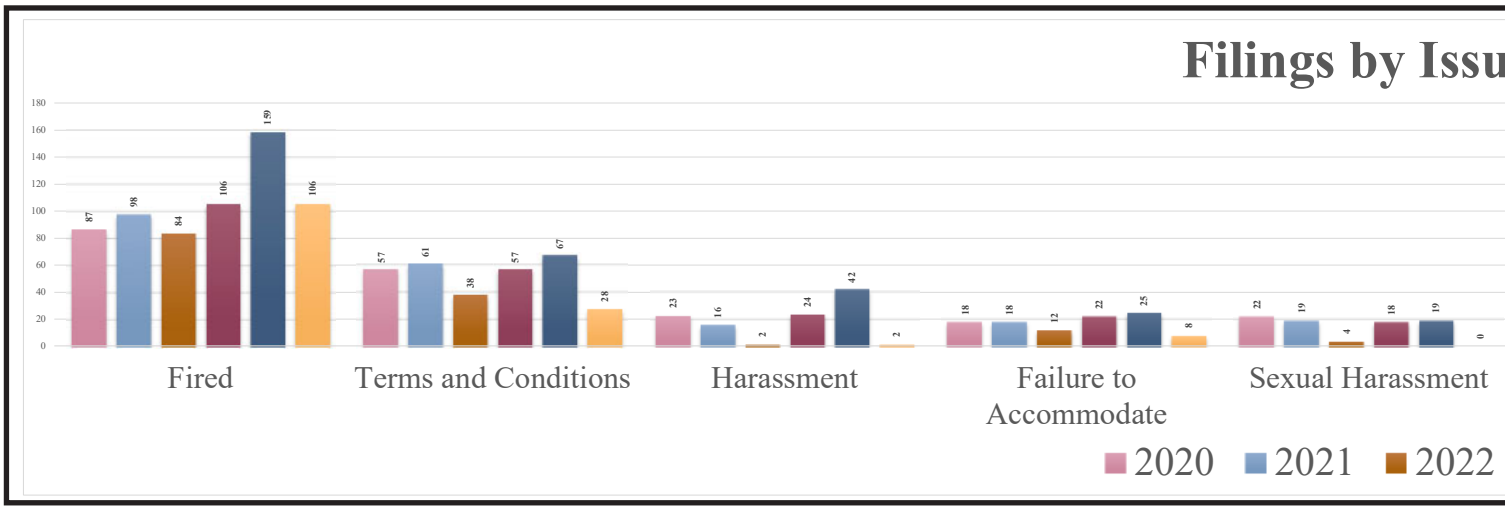
Filings by Type

Employment	96
Public Accomodation	10
Housing	2
Government Practices	1

Summary of Clos

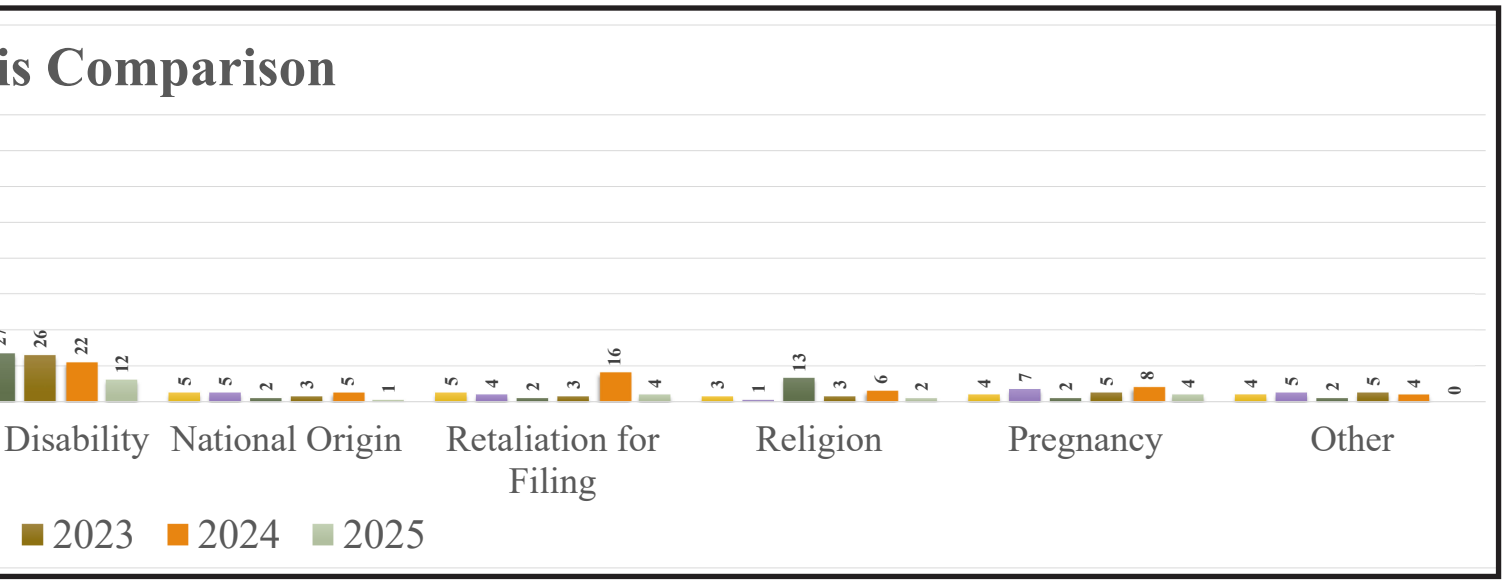
Category of Closure	2020		2021		
	ASCHR	EEOC	ASCHR	EEOC	ASCH
Predetermination/Resolution Conference Settlements	0	1	0	3	1
Administrative	18	1	24	3	30
Not Substantial Evidence	144	15	151	28	92
Conciliation and Settlement	5	0	2	1	39
Hearing	3	3	3	0	0
Subtotal	**170**	**20**	**180**	**35**	**162**
TOTAL	**190**		**215**		

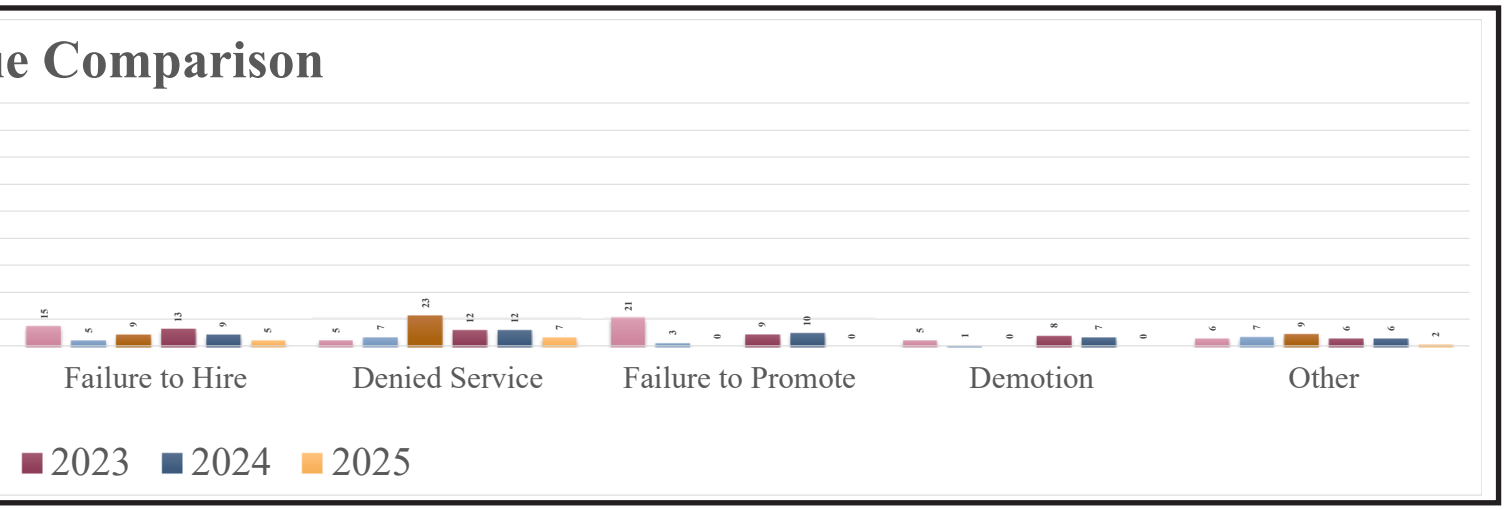




sures (2020-2025)

2022		2023		2024		2025	
R	EEOC	ASCHR	EEOC	ASCHR	EEOC	ASCHR	EEOC
	2	38	5	35	3	1	3
	2	11	0	23	0	11	10
	12	97	14	84	14	106	18
	1	8	0	5	1	9	1
	0	0	0	1	0	0	0
	17	**154**	**19**	**148**	**18**	**127**	**32**
179		**173**		**166**		**159**	





Docusign Envelope ID: 5A21A241-0625-421B-BBD4-20C1295C0012

THE STATE of ALASKA
GOVERNOR MICHAEL J. DUNLEAVY

Alaska State Commission for Human Rights

1901 S Bragaw St, Suite 300
Anchorage, Alaska 99508
Main: 907.274.4692 / 907.276.7474
TTY/TDD: 711 for Alaska Relay
Fax: 907.278-8588

RESOLUTION 2025-02

Requesting that the Alaska Legislature Amend AS 18.80.110 to Ensure Commission Enforcement of Pre-Determination Settlement Agreements

WHEREAS, the Alaska State Commission for Human Rights is the State of Alaska's civil rights enforcement agency; and,

WHEREAS, the Alaska State Commission for Human Rights enforces the Alaska Human Rights Act, AS 18.80 *et seq.*; and,

WHEREAS, 6 AAC 30.310 established procedures for Commission staff to gather information early in an investigation and potentially negotiate a resolution; and,

WHEREAS, the resolution conference procedures allowed for the average case closure time to dip below one year for the first time in 2023, accomplishing a decades long agency goal; and,

WHEREAS, the resolution conference procedures were praised by all parties as an easy, fast, and effective way to close complaints; and,

WHEREAS, in 2024 the Department of Law advised the Commission that agreements reached during these resolution conferences may not be enforceable under AS 18.80.110; and,

WHEREAS, to maintain trust and cooperation with the public, it is imperative that the Commission be able to consistently and effectively enforce agreements furthering the Commission's public policy goal of ending discrimination for all Alaskans.

NOW, THEREFORE, BE IT RESOLVED that the Alaska State Commission for Human Rights hereby calls on the Alaska Legislature to amend AS 18.80.110 to allow for Commission enforcement of pre-determination settlement agreements reached during resolution conferences.

BE IT FURTHER RESOLVED, the Commission suggests the following language for legislative discussion in amending AS 18.80.110:

AS 18.80.110 is amended to read:

Sec. 18.80.110 Investigation and Conciliation. The executive director or a member of the commission's staff designated by the executive director shall

Docusign Envelope ID: 5A21A241-0625-421B-BBD4-20C1295C0012

informally investigate the matters set out in the filed complaint, promptly and impartially. **If the complainant, executive director, and respondent agree to a remedy or remedies at any point during the investigation but prior to reaching a determination, the agreement must be reduced to writing and signed by the complainant, executive director, and respondent. A pre-determination agreement is binding and enforceable as an order of the commission.** If the investigator determines that there is substantial evidence of an unlawful discriminatory practice under this chapter, the investigator shall immediately try to eliminate or remedy the discriminatory practice through an agreement reached by conference, conciliation and persuasion. IF an agreement is reached, it must be reduced to writing and signed by the complainant, executive director, and respondent. The agreement is binding and enforceable as an order of the commission. An agreement reached under this section may include the compromise of damages under this chapter.

Copies of this resolution shall be forwarded to the Alaska Legislature and the Governor.

ADOPTED in Unalaska, Alaska, this 10th day of July, 2025.

DocuSigned by:
78CE558048D440F...

Dorene Lorenz
Chairperson
Alaska State Commission for Human Rights

I hereby certify that the foregoing Resolution 2025-02 is a true and accurate copy of the language adopted by the Commission on July 10th, 2025.

Carisa Nelson
Secretary
Alaska State Commission for Human Rights

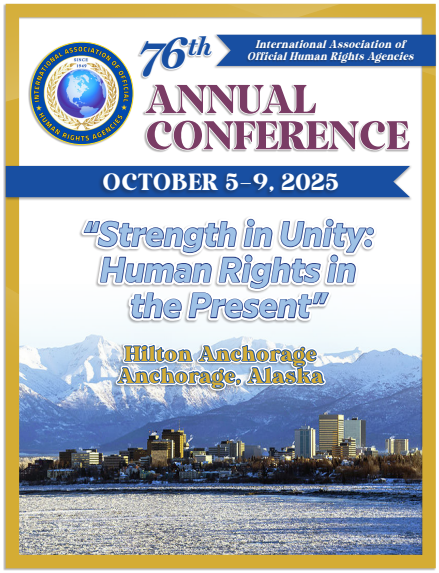
2025 ASCHR Outreach Events

- January 20, 2025 Alaska Black Caucus MLK Day
- January 22, 2025 Alaska 211 Presentation
- January 28, 2025 Soldotna Project Homeless Connect
- February 4, 2025 Department of Health and Department of Family and Community Services Care Coordinator Presentation
- February 8, 2025 Bettye Davis African American Families Summit
- February 12, 2025 Anchorage Center for the Blind Presentation
- February 20, 2025 University of Alaska Fairbanks Career Fair
- February 21, 2025 Fairbanks Golden Towers Alaska Housing Presentation
- February 21, 2025 Fairbanks Southall Manor Alaska Housing Presentation
- February 21, 2025 Fairbanks Golden Ages Alaska Housing Presentation
- February 25, 2025 University of Alaska Southeast Career Fair
- February 27, 2025 Alaska Air Carrier Convention Presentation
- February 28, 2025 Wasilla Veteran's Resource Fair
- March 4, 2025 Seafood Industry Safety Committee Presentation
- March 5, 2025 University of Alaska Anchorage Career Fair
- March 13, 2025 Ted Stevens Anchorage Airport Career Fair
- March 15, 2025 Palmer Health Fair
- March 19–21, 2025 Stone Soup Group Parent Conference
- March 25, 2025 University of Alaska Anchorage Employment Discrimination Presentation
- March 26, 2025 Mat-Su Valley Job Expo
- March 29, 2025 Spenard LGBTQIA+ Youth Event
- April 1, 2025 RACEJT Presentation
- April 3, 2025 Seward AVTEC Job Fair
- April 10–11, 2025 Fuller Lives Conference
- April 11, 2025 Young Professionals Workshop
- April 17, 2025 Valdez Job Fair
- April 24, 2025 Anchorage Municipal Employees Job Fair
- April 30, 2025 Anchorage Senior Activity Center Health Fair



Utqiaġvik Commission Meeting Left to right:
Chairperson Dorene Lorenz, Admin Officer Toyia Del Valle, Commissioner Grace Salazar
Commission Secretary Carisa Nelson, Commissioner William Craig

- May 31, 2025 Asian American Pacific Islander Cultural Flag Day Festival
- June 13, 2025 Brain Injury Council of Alaska Presentation
- June 14–15, 2025 Juneteenth Celebration on the Anchorage Park Strip
- June 21, 2025 Soldotna Pride
- June 25, 2025 Anchorage School District Curriculum Workshop
- June 27, 2025 Wasilla LINKS Resource Fair
- July 12, 2025 Unalaska ANCHR Exhibitor Fair
- July 26, 2025 Anchorage Disability Pride
- August 7–10, 2025 Kenai Peninsula Fair Booth
- August 18, 2025 Embracing Disability Expo
- August 22–24, 2025 Alaska State Fair Booth
- August 26–27, 2025 University of Alaska Anchorage Orientation Booth
- September 10, 2025 Governor's Council on Disabilities and Special Education, ASCHR, and Community Now Collaboration Meeting
- September 11, 2025 University of Alaska Fairbanks Career Fair
- September 13, 2025 Chugiak Health Fair
- September 24, 2025 Ombudsman Presentation
- October 5–9, 2025 International Association of Official Human Rights Agencies 2025 Conference
- October 7, 2025 Alaska Commission on Aging Presentation
- October 10, 2025 West High School Presentation
- October 12–15, 2025 Elders & Youth Conference
- October 15, 2025 Elder Endeavors Presentation to Loussac Library
- October 16, 2025 Palmer Center for the Blind Presentation
- October 21, 2025 Elder Endeavors Presentation to Mountain View Library
- October 24, 2025 Girdwood Library Civil Rights History Presentation
- November 3-7, 2025 United Nations Side-Panel Presentations and Thematic Meetings
- November 18, 2025 Mat-Su Center for the Blind Presentation
- November 19, 2025 Anchorage Police Academy Training
- November 20, 2025 Visit Anchorage Luncheon
- December 10, 2025 IAOHRA International Human Rights Day Panelist





Former EEOC Chairman Clarence Thomas receives Alaska Gold Pan Award from IAOHRA President James Clayburn. Commissioner Virgie King and Executive Director Janet Bradley look on.

1986 IAOHRA Conference, Anchorage, AK

HUMAN RIGHTS COMMISSIONERS

William P. Craig, Sitka
Rebecca N. Carrillo, Juneau
Zackary Gottshall, Anchorage
Dorene Lorenz, Juneau
Grace Salazar, Anchorage
Jessie Ruffridge, Soldotna
Shiela Cernich, Anchorage

HUMAN RIGHTS COMMISSION

- 907-274-4692
- 800-478-4692
- humanrights.alaska.gov

This publication was released by the Office of the Governor, Alaska State Commission for Human Rights, as required by AS 18.80.150. This publication was printed in Anchorage, Alaska at a cost of $14.63 each.

