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1966

ANNUAL REPORT

of the

ALASKA COMMISSION FOR HUMAN RIGHTS

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A N N U A L R E P O R T

of the

STATE COMMISSION FOR HUMAN RIGHTS

to the

GOVERNOR AND STATE LEGISLATURE

of

A L A S K A

December 31, 1966

STATE OF ALASKA

OFFICE OF THE GOVERNOR

COMMISSION FOR HUMAN RIGHTS

WALTER J. HICKEL, Governor

ROOM 24 — REED BUILDING

ANCHORAGE 99501

Telephone 272-1478

December 31, 1966

His Excellency
Walter J. Hickel, Governor
Honorable Members
Alaska State Legislature

Ladies and Gentlemen:

In accordance with the provisions of Alaska Statutes Section 18.80.150, it is our duty and pleasure to submit to you the Annual Report of the State Commission for Human Rights for the year 1966.

The Commission believes it has been of service to the citizens of Alaska in the three and one-half years it has been in existence. With the support of your Administration, the Legislature, and the cooperation of those groups who have responded in the past -- including business, labor, minority, and religious, the Commission will continue to press toward the goals outlined for it by the legislature.

Respectfully,

Fred M. Selkregg, Jr., Chairman

Lisa S. Rudd, Member

Barney J. Gottstein, Member

Ernest W. Griffin, Member

Roy Peratrovich, Member



NORTH TO THE FUTURE IN 1967

COMMISSION MEMBERS

Fred M. Selkregg, Jr., Chairman	Jan. 31, 1967
Mrs. Lisa Rudd, Secretary	Interim Apmt.
Barney J. Gottstein, Commissioner	Jan. 31, 1969
Roy Peratrovich, Commissioner	Jan. 31, 1968
Ernest W. Griffin, Commissioner	Jan. 31, 1971

STAFF

Willard L. Bowman	Executive Dir.
Emil R. Notti	Field Rep.
Mrs. Rosanne M. Alexander	Secretary

INTRODUCTION

This is the fourth annual report of the Alaska State Commission for Human Rights. As in the past, the report outlines the activities the Commission has engaged in for the year, and the efforts it has made to insure the rights of all Alaskans, while upholding the policy of the state to eliminate and prevent discrimination.

As we review the highlights of the past year, the Commission finds that although challenges continue to increase, we have had many successes during the year in areas the Commission, in its 1965 report, had called to the attention of the legislature and the citizens of Alaska.

First and foremost among these was the long overdue need to revise our rural secondary school system. Prompt action was called for to improve the educational level of our rural children. The passage of the school bond issues in the November election calls for the building of living in facilities in the larger urban areas so students from the villages can attend integrated high schools in Alaska. This "Regional High School" concept is a giant step the state is taking toward the elimination of inequalities which have existed in the education of so many of our Eskimo, Indian, and Aleut youth.

Almost equally important was the approval of the community college bond issue. Though differences of opinion developed last summer over whether the facilities were needed, it is interesting to note the apparent need for these community colleges was felt by most of the electorate.

Two other highlights were the passage by the United States Congress of remedial legislation aimed at improving economic and social conditions for the Alaskan citizens living on the Pribilof Islands (Senate Bill 2102), and the Alaska Native Housing Bill (Senate Bill 1915), which appropriates \$10 million toward building homes in remote rural areas.

In Anchorage, the City Council, after hearings, passed an ordinance creating a nine member Human Relations Commission designed to work on a local level in making studies of the problems which face minority groups, and to seek improvements in these conditions.

These features are but a few of the programs in which the Commission has taken a specific interest, and while it would be sheer folly to suggest the success of these undertakings depended upon the Commission, it is hoped that through our educational program, greater understanding and empathy for the problems were created, thereby gaining general acceptance and support by fellow Alaskans.

As we look forward to the new year, the Commission once again would like to point out to the Governor, the State Legislature, and the citizens of Alaska, the prime areas where special effort will be required from all of us if we are to resolve the basic social and economic problems which confront segments of our society.

Experience has shown that enforcement of state laws against discrimination is not enough. That of itself, is not sufficient to assure each citizen a full and equal opportunity. Along with enforcement, there is need for positive, affirmative action by leaders of business, labor, and education.

It is not enough for an employer to say he is in favor of equal employment opportunities for all, yet refuse to hire a minority, or a labor leader to agree in principle with the right of all qualified men and women to work, yet to deny a minority person the right to join a union. Acts such as these are happening far too frequently in Alaska today.

Though the State and Federal governments have enacted legislation and instituted programs aimed at narrowing the economic gap which has kept many of our underprivileged people from participating fully in life within Alaska's cities, we must not be satisfied with

word crutches which attempt to explain away the problems created. Instead, we should seize the challenge thrust upon us. For the most part, many of these programs are merely being paid lip service, and until we earnestly come to grips with the question in a positive manner, these programs will have little if any practical application in the lives of our minorities.

Seeking to emphasize the importance of an "Affirmative Action" program throughout Alaska, the Commission, along with the Anchorage Federal Executive Agency, has undertaken the co-sponsorship of a state-wide Equal Employment Opportunity Seminar in March, 1967. Fair employment practices laws, executive orders, and civil rights commissions have proven to be effective tools in the united effort to promote equal job opportunities, but by themselves they are not equal to the task. All segments of our society must make immediate their response to the need for positive action which leads to the equality of opportunity.

As it closes another year of working in the human rights field, the Commission must necessarily pause to look inward, seeking to evaluate its position between what was actually accomplished in the past years in relation to what its ultimate goals are.

The Commission believes that administratively it has all the basic tools (laws) necessary to carry out its responsibility, but it does not have, nor has it ever had, the staff needed to use these tools properly. From its very inception 4 years ago, the Human Rights Commission was never created as a properly functioning, well staffed agency. Though started on a trial and error basis, the time has now come when a more proper evaluation should be made of the role the Commission serves within the framework of state government.

Designed and created to act in behalf of the state to insure the civil, social, and economic rights of all the citizens of Alaska, the Commission is concerned that, because of limited staff, most of its effort have necessarily been placed upon the aftereffects of group tensions and discrimination, while little is being done in the important field of eliminating the causes.

As the only state agency working in the field of race relations and the interpretation of the non-discriminatory policy of the State of Alaska, the Commission is disturbed by the growth of the patterns of discrimination or unequal economic opportunity which have and continue to jeopardize communication and harmony among ethnic groups if allowed to grow unchecked.

Discrimination by omission rather than segregation is, in the final analysis, just as harmful in its end result, and the effects may be measured in lowered standards of education and morale, lack of motivation, and the seeming inability to function competitively and productively in a society ever more demanding of the best abilities of all its citizens.

It is important to remember that the State has an acute economic interest in keeping its citizens fully and productively employed, aside from the moral consideration. An unemployed or underemployed person, placed in this position because of discrimination, will eventually cost the State real dollars and cents in welfare subsidies or other necessary support means.

The Commission is hopeful that favorable administration and legislative reaction, by expansion of its programs and budget will allow the Commission to place the necessary emphasis upon tearing down the walls of false images, stereotypes, and patterns of unequal opportunities which block meaningful communication so vital to the growth and harmony of our state and its communities.

PURPOSES OF COMMISSION

The State Commission for Human Rights, as created by the State Legislature (SLA 1963, Chapter 15) consists of five Commissioners appointed by the Governor for staggered terms of five years, and confirmed by the legislature.

The purpose and aim of the Commission is to create, throughout the State of Alaska, at the community level, a climate of understanding and mutual respect in which all Alaskans of whatever racial, religious, or cultural background can and will be made to feel that all are equal in dignity and in rights.

To promote this purpose, it is the responsibility of the Commission to:

(a) Work to bring about understanding and goodwill by a broadrange educational program designed to eliminate and prevent discrimination in employment, public accommodations and housing based on race, creed, color, national origin age or sex.

(b) Receive, initiate, and resolve complaints of discrimination in employment, public accommodations and housing when based on race, creed, color, national origin, age or sex.

(c) Study the problems of discrimination and foster through community effort or goodwill, cooperation and

conciliation among the groups and elements of the population of the State, and publish results of investigations and research as in its judgement will tend to eliminate discrimination because of race, religion, color or national origin.

EDUCATIONAL ACTIVITIES

"SEC. 18.80.060.....IN ADDITION TO THE OTHER POWERS AND DUTIES PRESCRIBED BY THIS CHAPTER THE COMMISSION SHALL

.....STUDY THE PROBLEMS OF DISCRIMINATION IN ALL OR SPECIFIC FIELDS OF HUMAN RELATIONSHIPS, AND FOSTER THROUGH COMMUNITY EFFORT OR GOODWILL, COOPERATION AND CONCILIATION AMONG THE GROUPS AND ELEMENTS OF THE POPULATION OF THE STATE, AND PUBLISH RESULTS OF INVESTIGATIONS AND RESEARCH AS IN ITS JUDGMENT WILL TEND TO ELIMINATE DISCRIMINATION BECAUSE OF RACE, RELIGION, COLOR OR NATIONAL ANCESTRY."

The educational phase of the Human Rights

Commission's work should be considered its most important function. Seeking through education to promote and develop communication, understanding and goodwill among ethnic groups throughout the state, the Commissioners and staff, as in past years, continued to fill speaking engagements. In addition, the Commission was represented on various television and radio programs, while participating in panel discussions, community meetings, and special conferences. This served to increase the awareness of the people of the state to the existence of the Commission and of its role.

Though maintaining efforts to reach employers, unions, civic groups, churches, employment agencies, workers and job seekers to enlist their aid in the cause of human rights, the last 3 months of the year saw a shift in emphasis. At its meeting in Anchorage October 22, 1966,

the Commissioners felt more staff effort should be placed on appealing to the youth of Alaska, resulting in a series of lectures at high schools and to sociology and psychology classes at Anchorage Community College.

Recognizing the lasting impact of this approach, the Commission hopes to schedule forums in classrooms throughout the state, in the coming year.

Anchorage Human Relations Commission

In the 1965 Annual Report, results were published of a housing survey conducted by 4 students of Professor James Parson's Social Psychology class at Alaska Methodist University under the guidance of the staff of the Commission. In summary, the report stated: "Discrimination against Negroes and Natives does exist in the Anchorage area in relation to the availability of home and apartment rentals".

As a result of this study the Commission's director was again asked to appear before the Citizen's Council for Community Improvement (CCCI), where he asked for a recommendation from the CCCI to the Anchorage City Council for the creation of a city human relations commission. After duly passing such a motion, the matter was submitted to the City Council.

On March 22, 1966, Commission Chairman Fred Selkregg, and the director gave testimony before the

Council of the obvious need for the commission. Many others appeared also in favor of it. After due deliberation, the City Council passed the ordinance which created the commission. On September 30, 1966, the Mayor named the nine members to the commission.

Meeting with the Human Relations Commission at its inaugural meeting, the director of the State Commission welcomed the members, pledging the City commission full cooperation and support, while suggesting ways in which the two agencies could correlate their activities.

Commission Meetings

The Commission met three times in 1966. The first was in Bethel, Alaska, June 14 and 15. During the course of the two days the commissioners met with officers and members of the Kuskokwim Valley Native Association, and other persons. In most cases a free exchange of questions and answers achieved the purpose of bringing into sharper focus the major problems faced by Alaska's rural people.

While in Bethel, the commissioners took an opportunity to visit a few villages, to view firsthand the economic conditions of the area. The press release following this trip serves to indicate their impressions:

"With dismay, the Alaska State Human Rights Commission closed its first meeting in Bethel on June 15. To speak of human rights in the face of the living conditions that exist in the villages is meaningless, for the most basic American right of an opportunity to fight for a better life for one's family does not exist. With the highest infant mortality rate and lowest life expectancy in the nation, the housing, health and sanitation standards can only be described as deplorable.

Through paternalistic governmental attitude that fosters not the virtues of hard work and initiative, but acceptance of a life of mere existence, we have isolated one of the hardiest and most self-reliant people in the world, leaving them with little opportunity for self improvement.

Because of the remoteness of these areas, too few Alaskans, including our own government officials, have had an opportunity to see firsthand the conditions that exist in the villages. Because of the many years of neglect by a government far removed in Washington, and the trials and problems of an infant state government in transition, only now are the problems beginning to be attacked.

At a time when the Federal government is spending billions of dollars each year for economic aid to underdeveloped foreign nations, it is high time that a critical review be given to the needs of our own people.

The Human Rights Commission particularly lauds the efforts of Senator Bartlett in introducing legislation in the United States Congress for grants for native housing; and Speaker of the House Mike Gravel in introducing legislation for regional high schools.

These efforts must only be forerunners in a massive new joint program of the State and Federal governments to alleviate the problems of the Alaskan natives".

The second meeting of the Commission was on October 22, in Anchorage. The purposes were to review the budget as prepared by the staff before final submission to the Governor and legislature; to explore ways in

which the Commission could more effectively reach the youth of Alaska; and finally, to introduce new Commissioner Lisa Rudd. Commissioner Rudd was appointed by Governor Egan to fill the unexpired term of Commissioner Leslie Callan, who resigned in May.

During the meeting, the Commissioners were apprised of the action taken by the State-wide Conference of Native Associations, which was completing a week long conference in Anchorage. At the conclusion of the Native Association Conference, a resolution was unanimously passed asking the state to establish Human Rights Commissioner field offices in Barrow, Bethel, Nome, Fairbanks, and Juneau. While the Commissioners' response to this was favorable, they felt no formal action could be taken until such time as the Governor's reaction was known.

Commission and State Changes

On May 26, 1966, Commissioner Leslie Callan notified the Governor and fellow Commissioners of his firm's decision to transfer him to Viet Nam, and he was therefore resigning. Mr. Callan had served effectively since the inauguration of the Commission in July, 1963. It was with regret that the Commissioners accepted his resignation, and wished him success in his new assignment.

Earlier in the year (April 15) the director was given authority to hire a person for the newly established position of Field Representative. Mr. Emil Notti's appointment to the position gave the Commission the additional staff person needed to handle investigations in the field.

Conferences and Committees

The Commission's primary objective is to be of service to the people of the State. It offers to schools, church groups, labor organizations, and ethnic and civic associations, a readily available source of information, counseling, and cooperation.

Community involvement and support for the philosophy of equal opportunity for all is very often achieved through working closely with committees organized to assist disadvantaged persons, by attending their meetings, often as a member, and participating in conferences. The Commission had an active role in many events of this nature. Some included:

National Conference of Commissions for Human Rights

On June 28 through July 3, 1966, the Executive Director represented the Commission at the 18th Annual Conference of Commissions for Human Rights in Estes Park, Colorado. This association is composed of most state and city commissions which administer enforceable civil rights laws.

This yearly conference is very important to the effectiveness of the Commission by keeping it abreast of the latest advancements and techniques in the field of human rights.

Alaska Native Brotherhood and Sisterhood Convention

The Fifty-fourth Annual Convention of the Alaska Native Brotherhood and Sisterhood was held in Hydaburg this year during the week of November 14. Emil Notti, Field Representative, represented the Commission where he gave an address.

This marks the fifty-fourth year the Brotherhood and Sisterhood have been leading the way in seeking a better life for all Alaskans.

Statewide Native Association Conference

The first Statewide Conference of all Native organizations was held in Anchorage October 18 through 22nd. Attended by well over 300 Eskimo, Indian, and Aleut leaders from throughout Alaska, it marks the first time a meeting of this magnitude was ever carried out by the Native peoples themselves. Besides taking steps toward forming a permanent statewide organization, many problems of pressing importance were aired. Chief among these were education, land, and employment. Emil Notti, Commission staff member, helped plan the conference, and served as its temporary chairman.

Alaska Native Housing Committee

In May, 1965, Senator E. L. (Bob) Bartlett, after introducing legislation in the U.S. Senate asking that \$10 million be appropriated to build homes for people in the rural areas of Alaska, appointed a committee to study the needs of the rural people, and make recommendations to him. Among the 28 committee and advisory committee members appointed to serve were Commissioner Peratrovich, Emil Notti, and the executive director, who was named temporary chairman.

On March 6, the Native Housing Committee met in Juneau to prepare its final report, and to elect three of its members as representatives who would testify at the U.S. Senate hearings in Washington, D.C. Those elected were Emil Notti, State Senator Eben Hopson, and Charles Edwardsen of Barrow.

The combined efforts of many people supporting Senator Bartlett culminated in the successful passage of this needed legislation. We of the Commission can take justifiable pride in the part we played in trying to bring desperately needed housing to our fellow Alaskans in the small villages.

Pribilof Islands Investigation

Covering almost two years, this investigation

helped in the passage of congressional legislation which will permit the people of the Pribilof Islands the right to own their homes and land, govern themselves, and receive retirement benefits for the years they worked before 1950 when they were complete wards of the Federal government, receiving only lodging, food and clothing.

The Commission was called upon by Governor Egan in February, 1965, to investigate charges of "servitude" and "discrimination" which were being hurled in the news media against the Bureau of Commercial Fisheries. The Commission's director investigated and recommended a complete review of management practices on the Islands be carried out by a full committee. Senator Bartlett, following the committee's report, introduced legislation aimed at correcting the inequalities the committee found.

Congress passed this legislation, and President Johnson, passing through Alaska on his way back from the Far East took the occasion to sign the bill into law November 1, 1966.

This case demonstrated the assistance the Commission can and does give in helping to bring about orderly social changes, while pointing up the obvious need for positive action in these instances.

Alaska Advisory Committee to U.S. Civil Rights Commission

In September, the executive director of the Human Rights Commission was asked to assist the U.S. Civil Rights Commission to re-organize or re-structure the Alaska Advisory Committee to the U.S. Commission. After an exchange of correspondence between the commissions, it was agreed that the Executive Director, Willard Bowman, along with Mr. Clarence Coleman, chairman of the Alaska Advisory Committee, would attend briefings in Washington, D.C. where an outline for the year's program in Alaska would be worked out. After 4 days of briefings and discussions with various Federal departments, final program plans for Alaska will be submitted to the full Advisory Committee by the end of January, 1967.

Manpower Development and Training Program (Advisory Committee)

Recognizing the need to impress upon certain ethnic groups the desirability to increase their job skills or undertake new training, and the lack of knowledge by these persons of available courses and programs being offered, the staff attends these monthly meetings as a member of this committee, so that it might be able to offer the bridge of communication between the programs and the job seekers needing help.

University of Alaska Advisory Committee

A strong part was played by this committee in the passage of the bond issues which called for the building of a \$4-1/2 million community college facility in Anchorage. Having membership on this committee, staff members attended panel discussions, and appeared on television programs in support of the community college where it is hoped the underprivileged youth will be able to go beyond the high school level of education, making them more employable.

Civil/Military Advisory Committee

Made up of representatives of the military services, minority groups, churches, and the general public, this committee meets monthly with the purpose of developing communications and rapport with, and among, these various groups. If problems or tensions are created in a given areas which might affect inter-group relations, this committee is designed to explore these areas for possible solutions before tensions reach major proportions. The committee in Fairbanks and the one in Anchorage have met throughout the year, and have developed the necessary mutual respect and cooperation which is vital to the success of such an endeavor.

The Economic Opportunity Program

Under this title are many agencies and programs

which have come into existence within the past two years, all created to advance the war on poverty undertaken by the Federal government, and most with which the Commission has developed and maintains liaison.

In Fairbanks, the director met with the board of trustees of the Fairbanks Community Action Agency and has also met with neighborhood councils to discuss specific problems.

At the last election of the Anchorage Community Action agency, the Commission's Executive Director and Field Representative were elected to the board of trustees of that organization.

One project under the administration of the Community Action Agency is the "Grass Roots" project. Its key function is to work in the community helping the poor and underprivileged people to help themselves. Working with these agencies, the Commission's staff has an opportunity to make known the services and aims of our agency to the communities, while giving the staff a more intimate view of the problems and needs of the communities.

Speaking Engagements

During the year, commissioners and staff, using the forums of the speakers platform, teachers lectern, or television and radio panels, were able to

bring the commitment of the Commission to equal opportunities for all to the attention of the public in the following instances:

U.S. Savings Bond Silver Anniversary Celebration

Unitarian Church - Anchorage

Democratic Club - Anchorage

Republican Club - Anchorage

Clerk Stenographer Class, MDTA - Anchorage

Community College Sociology Class - Anchorage

Counselor's Meeting, Ora Dee Clark Jr. High School - Anchorage

League of Women Voters - Anchorage

KTVA "Talkback" - Anchorage

Presbyterian Church - Anchorage

Dimond High School Sociology Classes - Anchorage

Alaska Native Brotherhood and Sisterhood Convention - Hydaburg

Anchorage City Council

Anchorage Human Relations Commission

Cook Inlet Native Association

Alaska Native Brotherhood - Copper Center

Alaska Methodist University, Laymen's Conference - Anchorage

West and East High School Sociology Classes - Anchorage

Baha'i Human Rights Day - Anchorage

Alaska State Community Action Program

REGULATORY ACTIVITIES

Powers of Commission

Section 18.80 (.030 - .070, Chapter 117

SLA 1965), states both the powers and duties of the Commission as follows:

It shall:

- (1) Elect one of its members as chairman.
- (2) Hold a regular annual meeting and shall hold special meetings as are found necessary.
- (3) Adopt procedural and substantive rules and regulations necessary to implement this chapter.
- (4) Appoint an executive director approved by the Governor and hire other administrative staff as may be necessary to the Commission's function.
- (5) Receive, initiate and investigate complaints of alleged discrimination in employment, housing and public accommodations when based upon race, religion, color, national origin, age or sex.
- (6) Hold hearings, subpoena witnesses, take testimony under oath and issue orders based on its findings.
- (7) Call upon the departments and agencies of the State for cooperation and assistance in carrying out its duties and report to the Governor of Alaska, and to the State Legislature on its activities annually and recommend legislative action.

(8) Be authorized per diem and travel allowances allowable to members of other boards and commissions.

The Commission's regulatory duties are outlined for it by the State Legislature, which gave it the power to act upon alleged complaints of discrimination in employment, public accommodations and housing, when based upon race, religion, color, national origin or age.

Giving it these powers, the law nevertheless requires the Commission to use the persuasive techniques of conference and conciliation before applying enforcement procedures, if upon investigation, practices of a discriminatory nature were found. While there are those who were opposed to the creation of a commission which would deal in such sensitive areas, its history and experience has shown the Commission to be fair in the evaluation of its investigations and findings.

Although Alaska had anti-discrimination laws years before the creation of the Commission in 1963, as in most states it was discovered some means of enforcing these laws must be found. Thus was born the Human Rights Commission. Far from being unique, there are presently 30 states and over 50 large cities which have laws against discrimination, and more important, the statutes and ordinances call for enforcement of these laws by an administrative agency or official.

In 1964 Congress passed a Civil Rights Act which greatly increased the responsibility of the Federal government to act in complaints of alleged discrimination in employment. Title VII of the Civil Rights Act is administered by the Federal Equal Employment Opportunity Commission.

This Commission is empowered to receive complaints of discrimination in employment, and may defer these complaints to the state or local human rights commission if the local commission has enforcement powers.

After deferring for 60 days, if the state or local commission has been unable to resolve the complaint, the Federal Equal Employment Opportunity Commission may initiate its own investigation. This process gives the state an opportunity to handle any complaints brought to its attention. Realizing the possibility existed that a person could file a complaint with a state commission, and if after thorough investigation the state dismissed the complaint; the person could then file a complaint with the Federal Commission and in effect place the employer in double jeopardy. To forestall this and to develop close liaison with the state and local commissions, the Federal Commission asked those agencies with enforceable laws to sign a "Memorandum of Understanding" with them.

On September 16, 1966, Commissioner Fred M. Selkregg, Chairman of the Alaska State Commission for Human Rights signed the agreement for Alaska.

"Memorandum of Understanding"

"In order to provide for efficient cooperation and coordination of enforcement activities under Title VII of the Civil Rights Act of 1964 (the "Act") and the anti-discrimination laws of Alaska, the Equal Employment Opportunity Commission (the "Commission") and the Alaska State Commission for Human Rights (the "Agency") hereby express adherence to the processing and investigation of charges of discrimination in employment."

The document then outlines the conditions under which it will defer to the State all complaints coming to its attention, and the State agrees to the terms as set forth. Further points of mutual agreement are the manner in which each agency will report to the other, and the methods used to keep each informed on the status of a complaint.

Requirements of Equal Employment Opportunity Commission (EEOC)

Title VII of the Civil Rights Act applies to all private employers, employment agencies and labor organizations. During Fiscal Year 1966-67 (July 2, 1966 to June 30, 1967) the Act covers any business employing 75 or more persons. Beginning July 2, 1967, coverage drops to 50 or more employees, and on July 2, 1968, to 25.

Since each year more Alaskan employers will come under the jurisdiction of the EEOC, it may be advisable to cite those areas which Title VII makes it unlawful.

A. For any employer to discriminate in:

- (1) hiring or firing;
- (2) compensation, terms, conditions, or privileges of employment;
- (3) classifying, assigning or promoting employees or in extending or assigning the use of facilities;
- (4) training, retraining or apprenticeships.

B. For any employer or employment agency to:

- (1) print, publish, circulate or to cause the printing, publishing or circulation of advertisements or any other statement or announcement expressing any specifications limitations or preferences relative to race, color, religion, sex, or national origin;
- (2) use any form of application for employment or to make any inquiry in connection with prospective employment relative to race, etc.
- (3) discriminate in receiving applications or classifying or referring for employment.

C. For any labor organization to:

- (1) exclude or expel from membership; discriminate against any individual; limit, segregate or classify membership, refer or fail to refer for employment on the basis of race, etc.;
- (2) cause or attempt to cause an employer to discriminate.

D. For an employer, employment agency or labor organization to:

- (1) discriminate against any person because he has opposed any unlawful employment practices or because he has made charges, testified or participated in any action under Title VII.

Alaska State Commission for Human Rights

Civil Rights

The opportunity to obtain employment, public accommodations, housing accommodations, and property without discrimination because of race, religion, color or national origin is a civil right.

Discriminatory Practices Prohibited

(a) It is determined and declared as a matter of legislative finding that discrimination against an inhabitant of the State because of race, religion, color, national origin, age or sex is a matter of public concern and that such discrimination not only threatens the rights and privileges of the inhabitants of the State but also menaces the institutions of the State and threatens peace, order, health, safety and general welfare of the State and its inhabitants.

(b) Therefore, it is the policy of the State and the purpose of this chapter to eliminate and prevent discrimination in employment, in places of public accommodation, in housing accommodations and in the sale or lease of unimproved property because of race, religion, color, national origin, or in the case of employment, because of sex or age.

Employment

It is unlawful for:

(1) an employer to refuse employment to a person, or to bar him from employment, or to discriminate against him in compensation or in a term, condition, or privilege of employment because of race, religion, color or national origin, or because of his age when the reasonable demands of the position do not require age distinction.

(2) a labor organization, because of a person's age, race, religion, color or national origin, to exclude or to expel him from its membership, to discriminate in any way against one of its members or against an employer or an employee.

(3) an employer or employment agency to print or circulate or cause to be printed or circulated a statement, advertisement, or publication, or to use a form of application for employment or to make an inquiry in connection with prospective employment which expresses, directly or indirectly, a limitation, specification or discrimination as to age, race, creed, color or national origin, or an intent to make the limitation, unless based upon a bona fide occupational qualification.

(4) an employer, labor organization or employment agency to discharge, expel or otherwise discriminate against a person because he has opposed any practices forbidden under secs. 200-280 of this chapter or because he has filed a complaint, testified or assisted in a proceeding under this chapter.

(5) an employer to discriminate in the payment of wages as between the sexes, or to employ a female in an occupation in this State at a salary rate less than that paid to a male employee for work of comparable character or work in the same operation, business or type of work in the same locality.

Public Accommodations

It is unlawful for the owner, manager, agent, or employee of a public accommodation

(1) to refuse, withhold from or deny to a person any of its services, goods, facilities, advantages or privileges because of race, religion, color or national origin.

(2) to publish, circulate, issue, display or mail any written or printed communication, notice or advertisement which states or implies that any of the services, facilities advantages or privileges of the public accommodation will be refused, withheld from or denied to a person of a certain race, religion, color or national origin or that the patronage of a person belonging to a particular race, creed, color or national origin is unwelcome not desired or solicited.

Housing

It is unlawful for the owner, lessee, manager or other person having the right to sell, lease or rent a housing accommodation or unimproved property

(1) to refuse to sell, lease or rent the housing accommodation or unimproved property to a person because of race, religion, color or national origin.

(2) to discriminate against a person because of race, religion, color or national origin in a term, condition or privilege relating to the use, sale, lease or rental of a housing accommodation or unimproved property; or

(3) to make written or oral inquiry or record of race, religion, color or national origin of a person seeking to buy lease or rent a housing accommodation or unimproved property.

Financial Institutions

It is unlawful for a financial institution, upon receiving an application for financial assistance, for the acquisition, construction, rehabilitation, repair or maintenance of a housing accommodation or the acquisition or improvement of unimproved property to permit one of its officials or employees during the execution of his duties

(1) to discriminate against the applicant because of race, religion, color or national origin in a term, condition or privilege relating to the obtainment or use of the institution's financial assistance; or

(2) to make or cause to be made a written or oral inquiry or record of the race, religion, color or national origin of a person seeking the institution's financial assistance.

COMPLAINT PROCESSING

The major part of the Commission's staff time is directed toward the handling of complaints, which fall into two categories; formal and informal. In the case of a formal complaint, the Commission receives a notarized complaint from a person alleging he has been discriminated against, and giving the particulars surrounding the incident. The staff then investigates the complaint. In the case of an informal complaint, the Director or staff person seeks to resolve the complaint before a notarized complaint is filed. If, after discussion with complainant, he believes it to be in the best interests of all concerned, or if the facts as cited by complainant indicate, a pre-inquiry investigation may be necessary. Often the complainant, while willing to lodge a verbal complaint, is reluctant to notarize one due to fear of harassment or reprisal.

Handling of Complaints

Filing Procedure

Any person claiming to be aggrieved by an unlawful discriminatory practice may sign and file with the Commission a written, verified complaint which shall state the name and address of the employer, firm or person alleged to have engaged in the discriminatory conduct, and the particulars of the discrimination. The Director of the Commission may file a complaint in like manner when an alleged discrimination comes to his attention.

Investigation

A member of the Commission's staff, designated by the Executive Director shall informally investigate the matters set out in the filed complaint, promptly and impartially. If the investigator determines that the allegations are supported by substantial evidence, he shall immediately try to eliminate the discrimination complained of by conference, conciliation and persuasion.

Hearing

If the informal efforts to eliminate the alleged discrimination are unsuccessful, the Executive Director shall inform the Commission of the failure, and the Commission shall serve written notice requiring the person charged in the complaint to answer the allegations of the complaint at a hearing before the Commission. The person charged in the complaint may file a written answer to the complaint and may appear at the hearing in person or otherwise, with or without counsel, and submit testimony. The Executive Director has the power reasonably and fairly to amend the complaint, and the person charged has the power reasonably and fairly to amend his answer. The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearing shall be under oath, and be transcribed.

Order

(1) At the completion of the hearing, if the Commission finds that a person against whom a complaint was filed has engaged in the discriminatory conduct alleged in the complaint, it shall order him to refrain from engaging in the discriminatory conduct. The order shall include findings of fact, and may prescribe conditions on the accused's future conduct relevant to the type of discrimination.

In a case involving discrimination in

(1) employment, the Commission may order the hiring reinstatement or upgrading of an employee with or without back pay, restoration to membership in a labor organization, or his admission to or participation in an apprenticeship program, on-the-job training program, or other retraining program;

(2) housing, the Commission may order the sale, lease, or rental of the housing accommodation to the aggrieved person if it is still available, or the sale, lease or rental of a like accommodation owned by the person against whom the complaint was filed if one is still available, or the sale, lease or rental of the next vacancy in a like accommodation, owned by the person against whom the complaint was filed.

(b) The order may require a report on the manner of compliance.

(c) If the Commission finds that a person against whom a complaint was filed has not engaged in the discriminatory conduct alleged in the complaint, it shall issue and cause to be served on the complainant an order dismissing the complaint.

(d) A copy of the order shall be filed in all cases with the Attorney General of Alaska.

Judicial Review and Enforcement

(a) A complainant, or person against whom a complaint is filed or other person aggrieved by an order of the Commission, may obtain judicial review of the order in accordance with AS 44.62.560. - 44.62.570.

(b) The Commission may obtain a court order for the enforcement of its orders by filing a complaint with the superior court in the judicial district in which the unlawful conduct is alleged to have occurred.

Effect of Compliance with Order

Immediate and continuing compliance with all the terms of a Commission order is a bar to criminal prosecution for the particular instance of discriminatory conduct in the accusation filed before the Commission.

Coercion

It is unlawful for a person to aid, abet, incite, compel or coerce the doing of an act under this chapter or to attempt to do so.

Penalty

A person, employer, labor organization or employment

agency, who or which wilfully engages in an unlawful discriminatory conduct prohibited by this chapter, or wilfully resists, prevents, impedes or interferes with the Commission or any of its authorized representatives in the performance of duty under this chapter or who or which wilfully violates an order of the Commission, is guilty of a misdemeanor and upon conviction by a court of competent jurisdiction is punishable by a fine of not more than \$500 or by imprisonment in a jail for not more than 30 days, or both.

NUMBER OF COMPLAINTS
July 31, 1963 - December 31, 1966

Type of Case	Resolved	Under Investigation	Under Conciliation	1966 Totals	1963 Totals	1964 Totals	1965 Totals	TOTALS 7/63-12/66
Employment	12	1	1	14	19	20	18	71
Public Accommodations	1			1	4	2	1	8
Housing	3	1	1	5	1	5	3	14
Other	12	2	2	16		3	12	31
Totals	28	4	4	36	24	30	34	124

RECOMMENDATIONS

In July, 1967, the Alaska Commission for Human Rights will have completed four years of public effort to prevent acts of discrimination from taking place, and eliminating them when found to exist. Progress toward this goal, and the process by which it is done, have been reported in the preceding pages.

Based on the history of these short years we can unhesitantly state Alaska has made great strides forward, yet it can also be said that we still have a long way to go before we achieve the ideal community where an equal opportunity is available to every man on the basis of his individual merit, and not on the basis of his race, religion, color, national origin or age. Alaska is, however, continuing on the road to the eventual solution of these problems.

What is ahead in 1967? What are the possible setbacks and major growing problems? Unquestionably the greatest challenge for Alaskans in the immediate future is the recent emergence of vocal Alaskan Native associations and leaders. Representing over one-fifth of the total population, the Native people of Alaska are slowly beginning to organize themselves. Because of

past inequities, the history of our first citizens, the Eskimo, Indian and Aleut, has been one of omission from the mainstream of Alaska's economic society. Whether this happened by design or decree is unimportant at this time. The truth is that it is so, and we now find Native groups forming and asking to be heard and that their opinions be considered on programs vital to their interests. It is important to Alaska's future that they not only be heard but should be encouraged to identify and become vocal on the issues of today. Only in this way can communication be developed among all segments of our society.

While seeking to attain full fledged participation in the economic, social, and political structures of our State, some things might unknowingly be said by a Native leader inexperienced in the complexities of urban society which could be considered excessive. Unfortunately these acts may create adverse criticisms and tensions, which, if allowed to grow, will break down goodwill and understanding among the groups. This Alaskans must prevent at all costs. Freedom for opportunity and self-expression must be maintained without the taint of racial prejudice if we are to help our fellow citizens bridge the gap in the two cultures.

Long after the question of Native land claims

has been settled, the need for help in adjusting to urban community living will still exist. The development of our human resources is, after all, the greatest task ahead of us.

To assist minority members to achieve their full potential, it is the goal of the Human Rights Commission to help open new opportunities and to encourage them to qualify themselves and take advantage of these opportunities as they appear.

During the Statewide Native Conference held in October, 1966 in Anchorage, the following resolution was unanimously passed:

"EMPLOYMENT COMMITTEE
Resolution #5

Poverty is a problem in villages throughout the State, due to lack of employment and job discrimination.

Native people with employment grievances do not have the opportunity to solicit qualified assistance, due to lack of sufficient personnel in out-lying areas.

Be it resolved that this convention urge the State of Alaska to establish field offices of the Human Rights Commission in Bethel, Barrow, Juneau, Fairbanks, and Nome. These offices to be staffed by local residents."

Because many problems arise which call for prompt impartial handling, personal counseling, or immediate conciliation, and because often having to rely

upon communication through the mail which only prolongs and heightens emotions in tense situations, the Commission therefore recommends to the Governor and Legislature their consideration of the resolution from the Statewide Native Conference. The Commission asks for an appropriate increase in its budget to enable it to establish field offices in the cities of Nome, Bethel, Fairbanks, Barrow and Juneau.

