



THE STATE
of **ALASKA**
GOVERNOR MICHAEL J. DUNLEAVY

Alaska State Commission for Human Rights

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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:

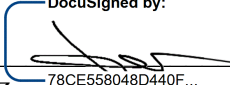
AS 18.80.110 is amended to read:

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

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:

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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