

New Hampshire Commission for Human Rights



Presented by: Acting Assistant Director, Katrina E. Taylor

Who We Are

The Human Rights Commission was established in 1965 by RSA 354-A for the purpose of eliminating discrimination in the areas of employment, housing, public accommodation and as of 2019, education (K-12).

The Commission is comprised of 7 volunteer Commissioners who provide oversight and make decisions on charges of discrimination.

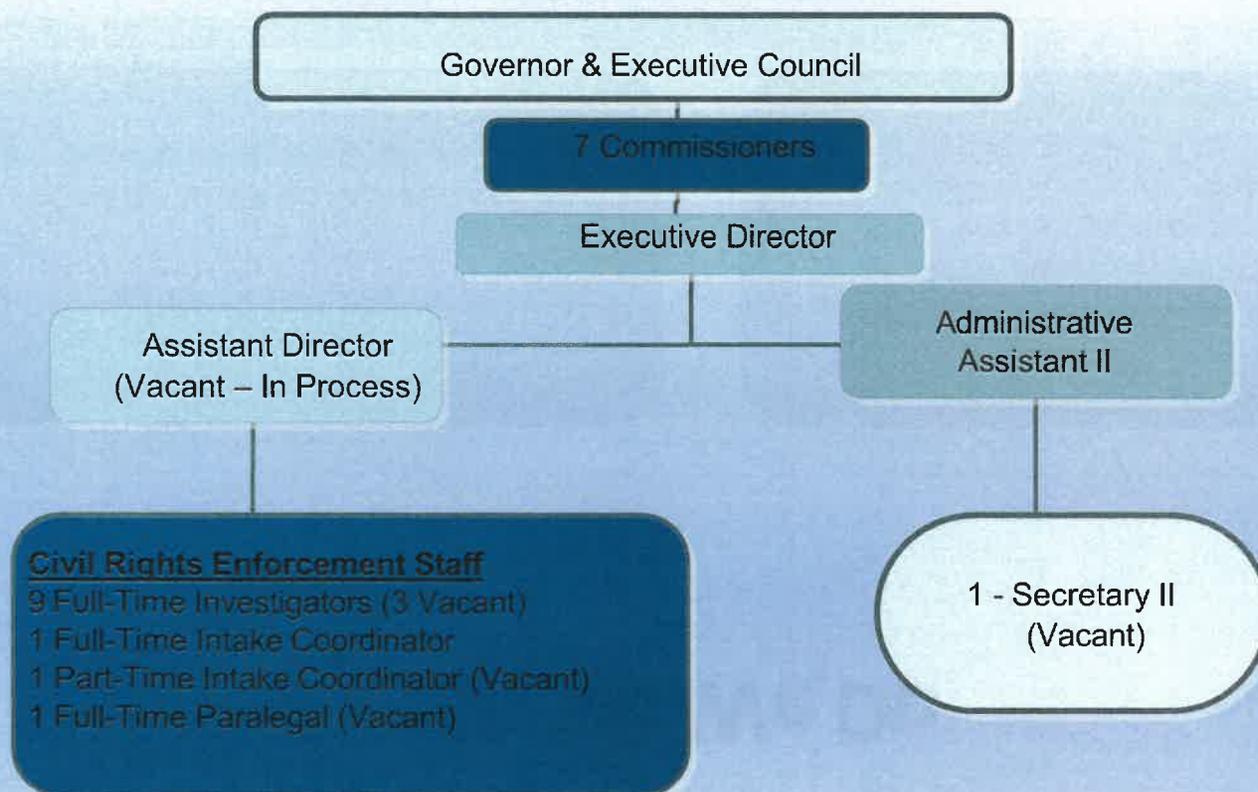
Each Commissioner is appointed by the Governor with the consent of the Executive Council, for a term of 5 years.

What We Do

The Commission has the power to receive, investigate and pass upon complaints of illegal discrimination and to engage in research, education, and community outreach designed to prevent discrimination.

In addition to the authority vested in the Commission by RSA 354-A to enforce New Hampshire's laws against discrimination, the Commission also partners with the U.S. Equal Employment Opportunity Commission (EEOC) to enforce federal laws prohibiting discrimination in employment.

Org. Chart – Currently Funded



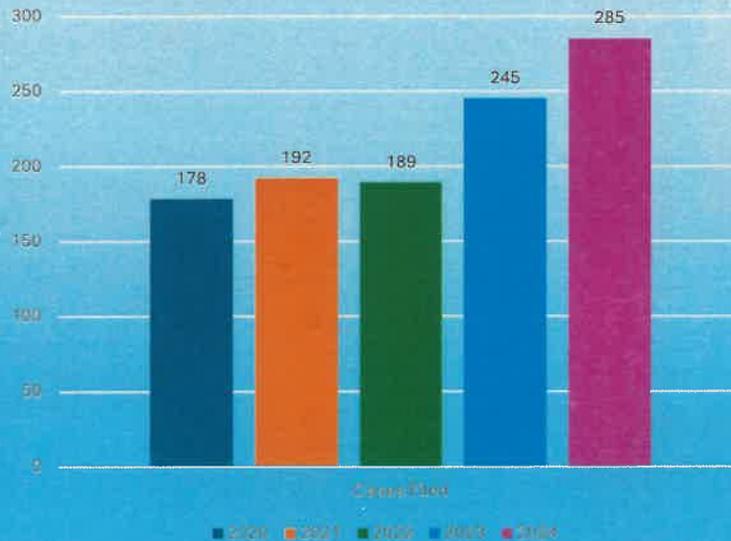
Statistics

The Commission has seen a steady rise in charges filed

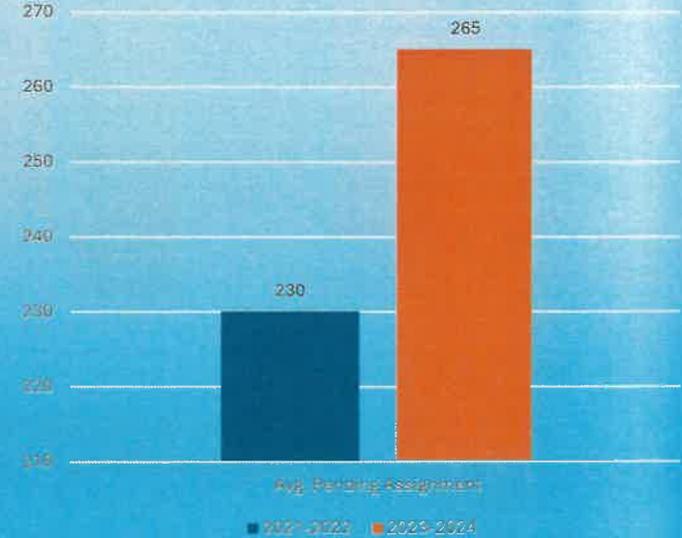
Specifically, a 60% increase in charges filed over 5 years

List of cases pending assignment subsequently increases

Cases Filed by Year (2020-2024)



Average Cases Pending Assignment



*While the Commission accepts, on average, between 200-300 cases per year, the office yields over 1,000 inquiries per year. The Commission provides referral and resource information to those who do not meet the jurisdictional criteria to file with the Commission.

Statistics

The Commission has a workshare agreement with the EEOC which provides approximately 15% of our funding.

Each closed case is submitted for payment via a “voucher” process based on an annual contract established by the EEOC.

2020-2024 Cases Closed (EEOC Voucher)
Average Yearly EEOC Contract - 195



*Federal case closures only; total case closures per year higher than shown

Staffing & Case Processing

While staff turnover and leadership transition has impacted operations in recent years, data demonstrates that when the Commission has adequate staffing to operate at higher capacity, it was able to reduce the wait time of case assignment from 18 months to 11 months.

The Commission has sought hiring waivers from the Governor's office for vacant positions in an effort to enhance efficiency.

In Comparison:

Maine (14 Staff):

24 months, complex cases can be longer

Massachusetts (84 Staff, 3 Offices):

18 -24 months, some potentially longer

EEOC*:

10 months, on average – unless litigation potential identified

*EEOC only accepts employment complaints for businesses with 15+ employees while state law covers 6+ employees. Further, an age discrimination complaint with EEOC requires an individual to be 40 years of age or older while state law protects individuals of all ages.

FY2024-2025 FUNDING

Description	FY 2024 Adj. Auth.	FY 2025 Adj. Auth.	FY2026 Governor Recomm.	FY 2027 Governor Recomm.
General Funds	\$1,703,833	\$1,645,412	\$1,582,705	\$1,629,311
Federal Funds	\$137,823	\$153,312	\$182,129	\$184,425
Total:	\$1,841,656	\$1,798,724	\$1,764,834	\$1,813,736

**FY2024 Authorized included one time moving costs to new location.

Agency Adjustments

- **General Funds Reduced:**
 - **Unfunded Full Time Secretary and Part Time Secretary Positions**
 - FY 2026 Salary and Benefit Reduction: \$94,263
 - FY 2027 Salary and Benefit Reduction: \$98,686
- **Federal Fund Adjustments:**
 - **Unfunded Full Time Secretary and Part Time Secretary Positions**
 - FY 2026 Salary and Benefit Reduction: \$9,322
 - FY 2027 Salary and Benefit Reduction: \$9,761
 - **Net Federal Fund Increase to Offset General Funds:**
 - FY 2026: \$28,817
 - FY 2027: \$31,113

2026-2027 FUNDING

Description	FY 2026 Governor Recommended	FY 2027 Governor Recommended	FY 2026 House Recommended	FY 2027 House Recommended
General Funds	\$1,582,705	\$1,629,311	\$0.00	\$0.00
Federal Funds	\$182,129	\$184,425	\$0.00	\$0.00
	\$1,764,834	\$1,813,736	\$0.00	\$0.00

Impact from HB 2

The elimination of the Commission will have several negative consequences on Granite Staters:

(this list is not exhaustive)

- **Loss of Protection for Vulnerable Groups**
 - Individuals facing discrimination would have fewer or no options for recourse
 - Marginalized communities would be disproportionately affected
- **Increased Discrimination and Inequality**
 - Employers, landlords, and service providers may be less deterred from engaging in discriminatory behavior
 - Discrimination could become more widespread and normalized with no enforcement agency
- **Reduced Public Awareness and Education**
 - Employers, landlords, service providers, and other organizations will be less informed about compliance
 - Individuals will not know their rights or how to seek recourse
- **Judicial System Burden**
 - Individuals would be forced to navigate a costly, non-user-friendly court system; deterring pro-se litigants
 - Courts, already burdened and facing budget cuts, are not equipped to handle administrative law complaints
- **Risking Federal Funding**
 - Forfeiture of already secured contract for federal funds
 - Foreclosed partnership with the Equal Employment Opportunity Commission
- **Undermining Trust in Government**
 - Potential to erode public trust, especially among those who have experienced discrimination
 - May damage the state's reputation as a fair and inclusive place to live and work