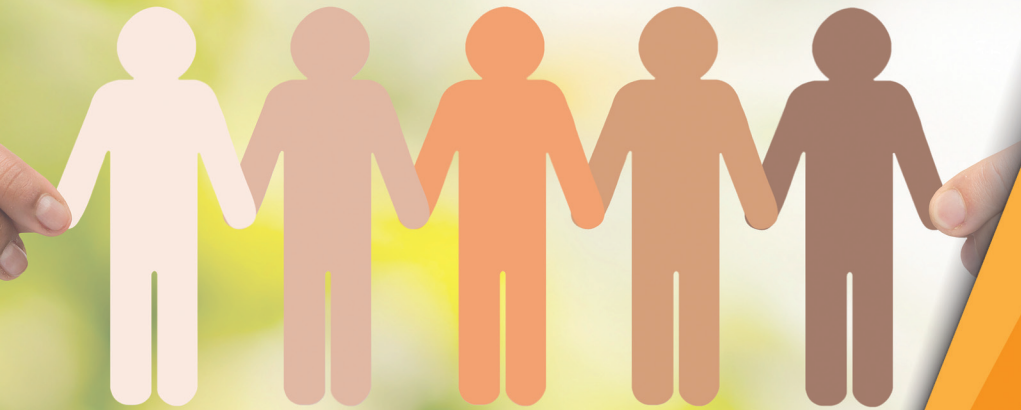


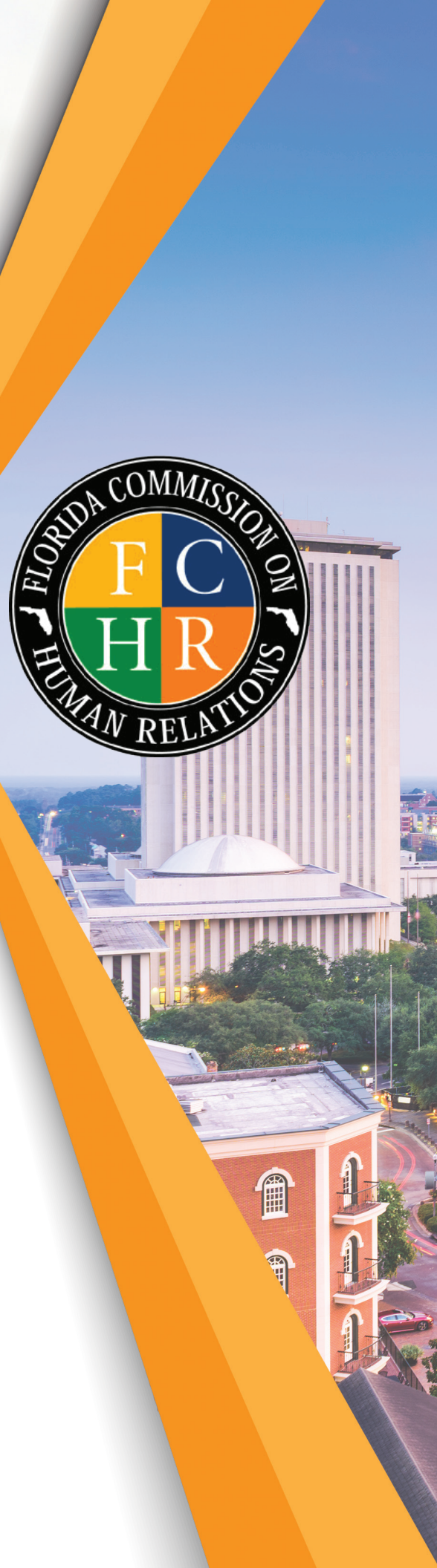


Florida Commission on
Human Relations



Annual Report

2016-17: A Fiscal Year in Review





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employment, housing and public accommodations.



Vision

The Florida Commission on Human Relations will eliminate discrimination in the state.



Core Values: I Am FCHR!

- Integrity
- Accountability
- Motivation
- Fairness
- Communication
- Honesty
- Respect

United in One Goal:
Equal Opportunity and Mutual Respect

Message from our *Leadership*

Greetings!

The Florida Commission on Human Relations is pleased to present this annual report for Fiscal Year 2016- 2017.

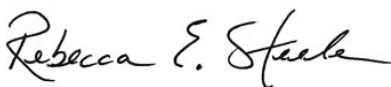
This past year was, indeed, a very busy one. Our focus: Partnerships. Whether it be with human rights organizations, community groups, local governments, state and federal agencies, our sister housing and employment agencies or national associations -- we tried to reach out and partner with as many of them as we could. With our limited budgetary resources, it is challenging to reach 20 million Floridians and countless visitors to our state, yet we continue to strive to do just that. In fact, we cannot even begin to accomplish all that we do without the help of our partners.

As you will find throughout the pages of this report, the Commission was able to undertake many great initiatives with the help of our partners and through the efforts of advocates for and champions of our mission and values. These initiatives included:

- The 6th Annual Florida Civil Rights Hall of Fame held in June would not have been nearly as successful without the generous support and assistance from the City of Tallahassee, Florida Blue and a multitude of other partners.
- Through a HUD-funded Enhanced Education and Outreach Partnership grant, a partnership with the Panhandle Area Educational Consortium (PAEC), PanCare of Florida, FSUCares, FSU Headstart, Center for Health Equality, Florida Department of Children and Family Services and the Sickle Cell Foundation) enabled the Commission to:
 1. hold educational workshops;
 2. produce Spanish and English housing materials, including, posters, promotional items;
 3. produce housing PSAs, social media and FCHR website advertising;
 4. produce and place 10 billboard displays; and
 5. produce a movie theater campaign in English and Spanish.

Quarterly meetings were held with our local government employment and housing partners to ensure the Commission remains at the forefront of human rights issues around the state, as well as to keep them informed of the important things we are accomplishing in Tallahassee and throughout the state.

With the changing time and all the modern-day challenges we face here in the Sunshine state, it is more important than ever that we continue to look for ways to ensure that everyone in Florida is treated fairly and equally. I can assure Floridians that - through the use of our core values of Integrity, Accountability, Motivation, Fairness, Communication, Honesty, and Respect - our team of dedicated and professional individuals remains committed to delivering fair and impartial customer service to all who seek remedy and relief from the Commission.



Rebecca Steele
Chair



Michelle Wilson
Executive Director



Role of the Commission

The Florida Commission on Human Relations (FCHR) continues to evolve into an invaluable resource – not just for aggrieved individuals, but also for Florida’s business community and state government itself. It has investigated nearly 78,000 cases since it was statutorily established in 1969 to address discrimination.

Overseen by 12 Commissioners appointed by the Governor and confirmed by the Florida Senate, FCHR conducts its business primarily under the authority of three Florida laws:

- Florida Civil Rights Act (Part I, Chapter 760 and section 509.092, Florida Statutes) for allegations of discrimination in employment and public accommodations
- Florida Fair Housing Act (Part II, Chapter 760, Florida Statutes) for allegations of discrimination in housing
- Florida Whistle-Blower’s Act (Section 112.31895, Florida Statutes) for allegations of improper retaliation against state agency whistle-blowers

The Commission is the state’s leading anti-discrimination agency. Work-sharing agreements between FCHR and two federal partners – the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development – help ensure that complaints are properly investigated without duplication, whether they are initially filed with the Commission or one of these federal agencies.

The Commission’s activities are all directed toward a simple goal: Eliminating conflict. Conflict can arise in numerous ways – a woman believes her employer has sexually harassed her . . . a renter believes he has been denied housing because of his race or age or religion . . . a state government employee believes she has been fired simply because she complained of wrongdoing by a co-worker.

These and other types of allegations may fall under the jurisdiction of FCHR. When a complaint is properly filed, the Commission offers mediation to the parties -- a process that often produces a mutually-agreeable resolution in much less time than that required by an investigation. If mediation proves unsuccessful, the Commission investigates the complaint and, upon completion, issues its finding of either “reasonable cause” or “no reasonable cause.” After either

determination, the complainant may choose to pursue the matter with the Division of Administrative Hearings as an entirely new proceeding – with “reasonable cause” determinations also carrying the option of filing a case in civil court.

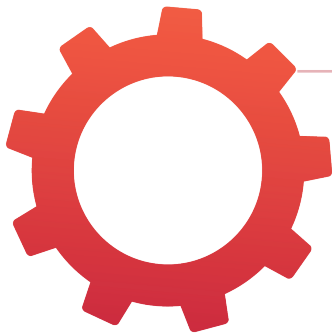
Whatever the final outcome of the case, the Commission provides an important service to all parties involved:

- For the person who feels so wronged that he or she chooses to file a complaint, FCHR provides a neutral forum for that complaint to be investigated and the person’s rights to be protected.
- For the business accused of a discriminatory act, FCHR represents a chance to resolve the matter quickly by providing an impartial and timely investigation that avoids potentially costly litigation.
- For the Florida taxpayer, by providing an impartial and timely investigation, FCHR helps limit caseloads on crowded court dockets and even helps state agencies avoid costly litigation resulting from state employee discrimination claims.

*“The Commission’s activities are all directed toward a simple goal: **Eliminating conflict.**”*

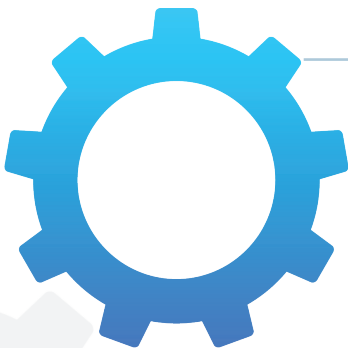


FY 2016-17 Performance Highlights



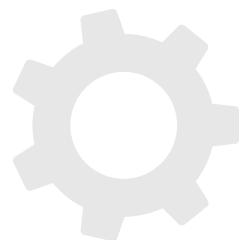
Incoming and Outgoing Case Statistics

- Cases received/resolved:
1,534 (received)
1,527 (resolved)



Legislative Long-Range Program Plan (LRPP) Measures

- Percent of cases resolved within statutory timeframes: 58% (overall) (Standard: 75%)
- Number of inquiries/ investigations: 9,886 (Standard: 10,000)
- Percent of determinations upheld by DOAH: 91.3% (Standard: 80%)

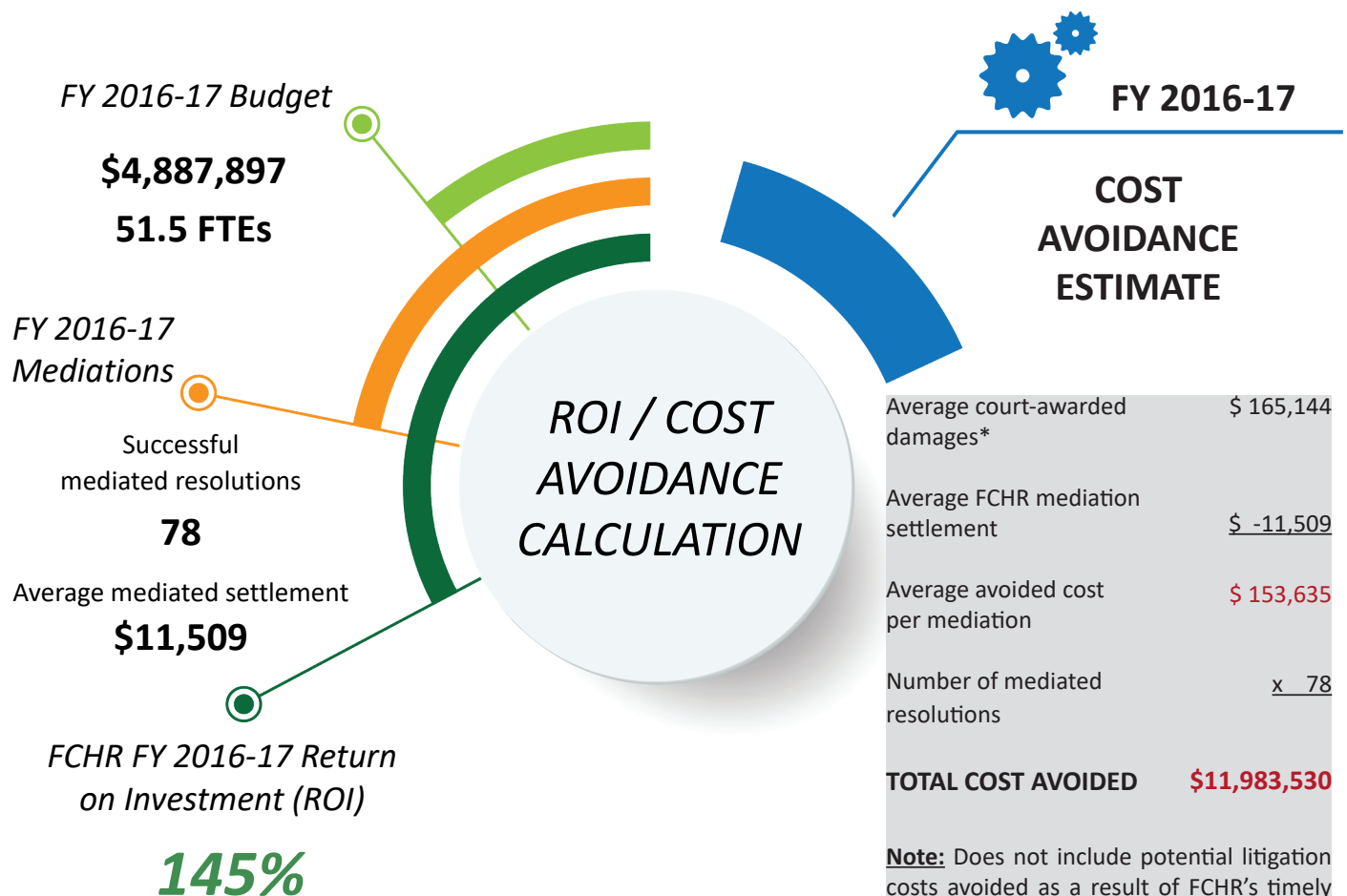


2017 Return on *Investment* (ROI)

COST AVOIDANCE FOR FLORIDA STAKEHOLDERS

The Florida Commission on Human Relations offers mediation services to resolve discrimination complaints. This important role assures Florida citizens and visitors that their rights are protected, while fostering a favorable climate for job creators, businesses and state agencies by preventing costly lawsuits. During the past fiscal year, the Commission has helped

Florida stakeholders avoid almost \$12 million in litigation expenses. For FY 2016-17, the Return On Investment (ROI) was 145% - which means that for every \$1 the state provides the FCHR in its annual budget, there is a return of an **additional \$1.45 to the state through the Commission's successful mediations alone!**



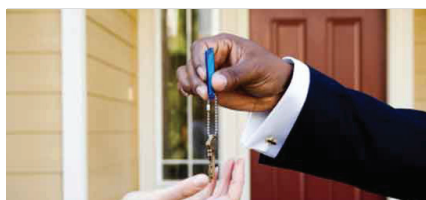
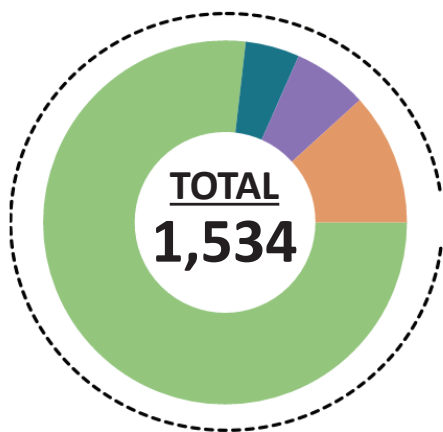
ROI is represented as a ratio of the benefits of a governmental program divided by its total cost (the program's annual budget). The formula for public sector **ROI** is: $ROI = (\text{net benefits} / \text{total cost})$. In order to derive net benefits, FCHR subtracted its annual budget from the annual cost avoidance (see orange box above) giving a difference of \$7,095,633. This net benefit is then divided by FCHR's annual budget to get the ROI: $ROI = (\$11,983,530 - \$4,887,897) / \$4,887,897 = 1.45$ or 145%.

**EEOC's FY 2014 Performance and Accountability Report; average total monetary recovery of discrimination lawsuits; does not include attorney fees or court costs.*

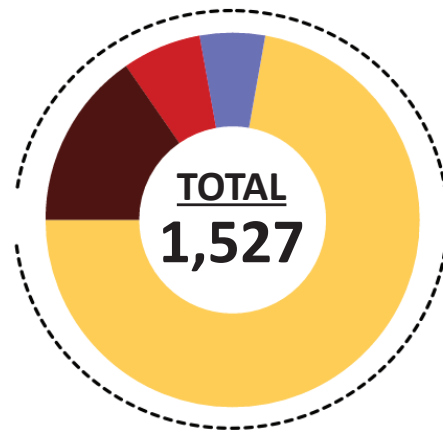
FY 2016-17 - *By the Numbers*



Incoming Cases



Cases Resolved



1208		Emp.		1141
90		P.A.		88
93		W.B.		121
1391		Sub-Total		1350
143		Housing		177

**Average Length
of Investigation
(days)**

206



187



179



106



170

TOTAL

46%

67%

36%

57%

58%

**Average Percent of
Cases Resolved
Within Statutory
Compliance**

*180 days - Employment /
Public Accommodations
100 days - Housing
90 days - Whistle-blower*

Employment Cases*
by Resolution Type
FY 2016-17

Housing Cases
by Resolution Type
FY 2016-17

Employment Cases by Resolution Type		Housing Cases by Resolution Type
998	No Cause Finding Issued	74
39	Cause Finding	18
313	Administrative Closures	85
1,350	Total	177

**Includes employment, public accommodation and whistle-blower cases*

Emp., P.A. & W.B. Cases Received by
Type of Bases FY 2016-17

Age	332
Color	92
Disability	506
Fam. / Mar	48
Nat. Origin	165
Race	449
Religion	51
Retaliation	736
Sex	403
Total Bases	2,782

Housing Cases Received by Type of
Bases FY 2016-17

Age	XX
Color	7
Disability	107
Fam. / Mar	18
Nat. Origin	16
Race	36
Religion	3
Retaliation	3
Sex	12
Total Bases	202

Total Number of Inquiries and Investigations - FY 2016-17
(Long-Range Performance Plan [LRPP] Measure)

	Employment*	Housing	
Completed Investigations	1,350	177	1,527
Intake Closures + Referrals	259	31	290
Technical Assistance (CMS) + Deferrals	2,366	5,703	8,069
Total Inquiries + Investigations			9,886

**Includes employment, public accommodation and whistle-blower*

FY 2016-2017 - *By the Numbers*

CONTINUED...

Top 10 Counties for Employment, Public Accommodations (PA), Whistle-blower (WB) & Housing

FY 2015-16 & 2016-17 Comparisons

Top 10 Emp./PA/WB Counties FY 2015-16	
County	# Cases
Leon	307
Orange	208
Duval	163
Escambia	150
Palm Beach	134
Miami-Dade	112
Bay	99
Highlands	87
Broward	83
Volusia	77

Top 10 Housing Counties FY 2015-16	
County	# Cases
Miami-Dade	35
Orange	15
Hillsborough (tie)	11
Leon (tie)	11
Volusia	9
Seminole	8
Broward (tie)	8
Collier (tie)	8
Martin (tie)	5
Osceola (tie)	5

Top 10 Emp./PA/WB Counties FY 2016-17	
County	# Cases
Leon	386
Miami-Dade	218
Orange	205
Escambia	165
Duval	161
Palm Beach	136
Hillsborough	132
Okaloosa	99
Pinellas	60
Volusia	61

Top 10 Housing Counties FY 2016-17	
County	# Cases
Miami-Dade	28
Leon	14
Martin	1
Lee	9
Hillsborough	8
Seminole	7
Polk	7
Manatee	5
Sarasota	5
Palm-Beach	4



**Housing Cases Resolved by Basis Type
FY 2016-17**

Disability	124
Race	42
Familial Status	13
National Origin	14
Sex	13
Retaliation	9
Color	3
Religion	4
Total Bases	222

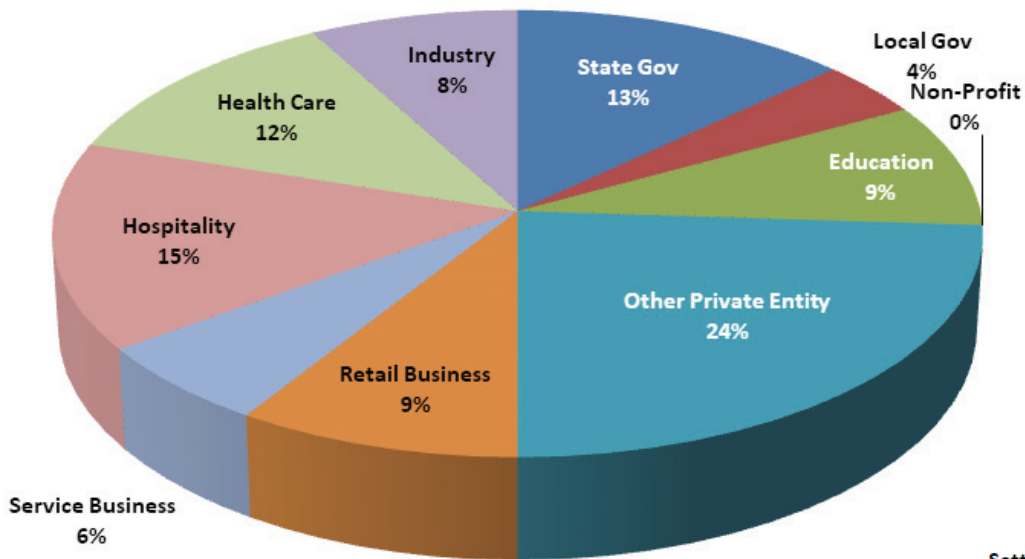


**Employment, Public Accommodations and
Whistle-blower Cases Resolved by Basis Type
FY 2016-17**

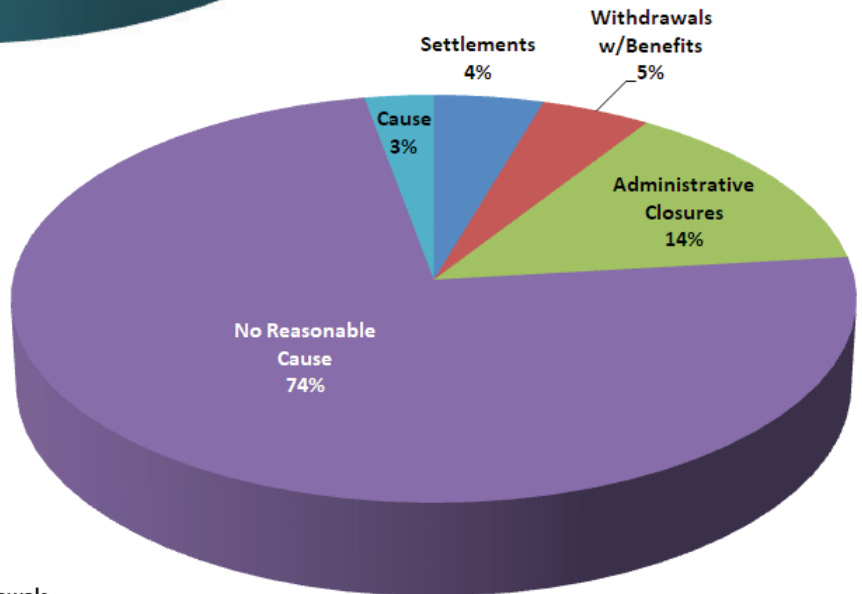
Retaliation	560
Disability	359
Race	362
Sex	358
Age	280
National Origin	131
Color	66
Religion	55
Marital Status	20
Total Bases	2,191

"Fair treatment, equal access and mutual respect are the benchmarks of the Commission's commitment to the people of Florida"

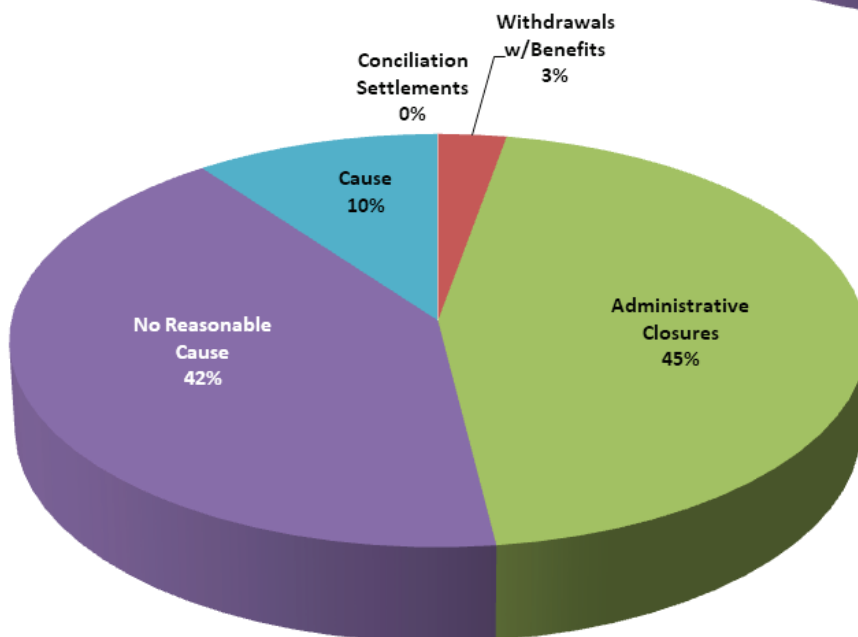
**Industry Type by Distribution
FY 2016-17**



**Employment, P.A. & W.B. Closures
by Resolution Type FY 2016-17**



**Housing Cases by Resolution Type
FY 2016-17**



Sampling of Commission Cases



EMPLOYMENT: RACE AND RETALIATION

Witnesses confirmed that the manager in charge of a promotion made a derogatory comment about not wanting someone of the employee's race working on the day shift. Witnesses also confirmed that the employee complained of discrimination when he was not considered for a promotion. Afterwards, his supervisor started scheduling him for shifts that he could not work and ultimately, the employee had to resign because he could not work the hours for which he was scheduled. **RESULT:** Commission found that there was reasonable cause to believe that discrimination had occurred.



EMPLOYMENT: AGE

Employer claimed that the employee did not give customers a "warm and fuzzy feeling" that the employer wanted customers to have. The employer also indicated that the employee had other performance issues; however, the employer had no documented evidence of any performance problems. Employee was terminated and replaced by a much younger female who was less qualified than employee. Employer provided no legitimate, non-discriminatory reason for hiring employee's replacement. **RESULT:** Commission found that there was reasonable cause to believe that discrimination had occurred.

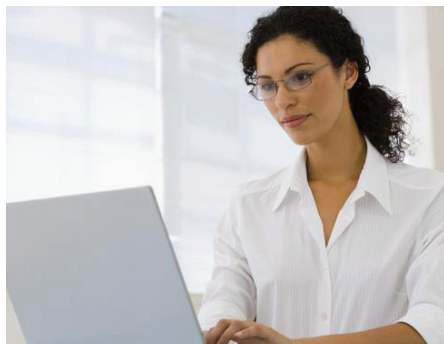


EMPLOYMENT: NATIONAL ORIGIN

Witnesses confirmed that a manager harassed an employee due to his national origin by calling the employee derogatory names, such as a terrorist, and made fun of the employee's accent. **RESULT:** Commission found that there was reasonable cause to believe that discrimination had occurred.

Sampling of *Commission Cases*

CONTINUED...



WHISTLE-BLOWER RETALIATION

A state employee engaged in a protected activity when she submitted a complaint to the agency's Inspector General. She informed her supervisor of the complaint and, within three days, her manager and a labor relations representative met to recommend discharging her. The employee was ultimately terminated. **RESULT:** Commission found that a fact-finder could reasonably hold that the employer retaliated against the employee for engaging in a protected activity.



EMPLOYMENT: SEXUAL HARASSMENT

Female employees were regularly subjected to severe or pervasive sexually-based harassment by the employer's managers in the form of belittling and use of sexist and foul comments. Another witness stated that she resigned from employment due to this pervasive sexual harassment. **RESULT:** Commission found that there was reasonable cause to believe that discrimination had occurred.



HOUSING

A tenant provided a letter to her housing provider confirming that she was disabled. She also verbally informed the housing provider that she had a mental disability. She requested to be allowed to keep an emotional support animal as a reasonable accommodation for those disabilities. Subsequently, the housing provider issued a Notice of Non-Renewal of Lease to the tenant. The housing provider admitted that if it weren't for the dog, the tenant would still be living in the community. **RESULT:** Commission found that there was reasonable cause to believe that discrimination had occurred.

FCHR Reaches Out to Floridians

FCHR CONTINUES TO MAKE ITS PRESENCE FELT IN THE SUNSHINE STATE

The FCHR continues to make its presence known throughout the Sunshine State. Even without a Community Relations Services unit, FCHR staff has continued to undertake outreach and educational efforts by offering fair housing training, employment discrimination resources to businesses, sexual harassment training and presentations on the complaint process and the value the Commission brings to the state.

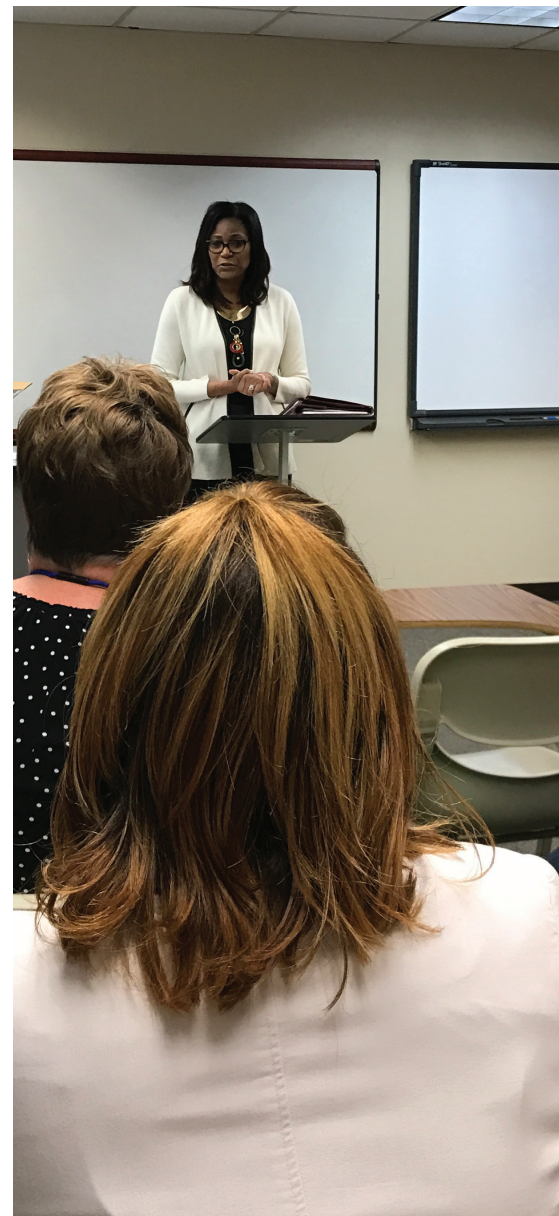
Here are just a few of the outreach efforts provided by FCHR staff in its effort to share our story and to tell others how we serve as the foremost resource on human relations for the state of Florida.

Out of State

- 8/7-8/11/16 - IAOHRA Conference, International Association of Official Human Rights Agencies (Philadelphia)
- 7/12-7/14/17 – EEOC Conference (New Orleans)

Central Florida

- 8/29-8/31/16 - HR Florida 2016, FCHR Display Table and Exposition booth (Orlando)
- 9/9/16 – Education and Law Enforcement Leaders Discussion; focus on LGBTQ and Religious (Muslim) Community Concerns in Florida after Pulse shooting; Department of Justice hosted planning session for an October event (Orlando)
- 10/12-10/14/16 – Partners in Progress, Disability Discrimination Housing for Residential Options of Florida, Inc. (ROOF) (Orlando)
- 10/26-10/28/16 – Florida Department of Education, Office of Equal Educational Opportunity (OEEO), Technical Assistance Training, Panel Discussion “Educational Equality in Motion: Leading in a Changing Milieu” (Orlando)
- 12/16-12/17/16 - Florida Migrant Parent Advisory Council (FMPAC), Fair Housing Training Presentation (Orlando)
- 4/17-4/18/17 – Florida Fair Housing Summit; panel discussion; display booth and exhibition (Orlando)
- 4/27/17 – Fair Housing Training; Orlando Housing Authority and community (Orlando)
- 6/15-6/18/17 – Annual Family Café, Exhibit Booth (Orlando)



*FCHR staff cross the state to explain how the **Commission** serves as the foremost resource on **human relations** for the state of Florida.*

Northeast Florida:

- 3/3/17 – Labor and Employment Law Workshop, Constangy Law Firm (Ponte Vedra)

Northwest Florida/Panhandle:

- 6/28/16 - Intake Outreach at Southwood (Tallahassee)
- 8/24/16 - Tallahassee Area Residential Property Managers (Tallahassee)
- 8/29/16 - Tallahassee Board of Realtors; Service Animal Training (Tallahassee)
- 10/11/16 - Equality Florida 2017 legislation (Tallahassee)
- 10/13/16 – Gender Identity and the Law, FSU Law School (Tallahassee)
- 10/15/16 – PAEC Health Fair, Fair Housing display table for migrant outreach (Quincy)
- 11/10/16 – Paralegal Association of Florida, Inc., Big Bend Chapter Luncheon (Tallahassee)
- 1/16/17 – MLK Dare to Dream Festival – Display Table (Tallahassee)
- 3/10/17 - Connect 2017 Business and Leadership Conference, North Florida Community College Campus (Madison)
- 3/29-3/30/17 – Women’s Day at the Capitol (Tallahassee)
- 4/4/17 - FSU Advisor meeting, Benefit of Internships and Externships to the Commission (Tallahassee)
- 4/12/17 - FCHR Day at the Capitol Display Table (Tallahassee)
- 4/27-4/28/17 - Readings for Fair Housing Month; Leon County 3rd graders (Tallahassee)
- 5/23/17 - Chief Inspector General and Investigations Manager presentation on Commission’s procedure for Whistle-blower complaints, referral to the CIG and confidentiality (Tallahassee)
- June (entire month) – FAMU Radio spot,

Commission services and Hall of Fame information (Tallahassee)

- 6/7/17 - Florida Civil Rights Hall of Fame Induction Ceremony (Tallahassee)
- 6/27/17 – Accommodation Workshop, EEOC Workshop (Tallahassee)

South Florida:

- 7/22/16 - EEOC Technical Assistance Program Seminar; panel of federal state and EEO leader (Miami)

Southwest Florida:

- 7/29/16 – Sexual harassment training for PropLogix (Sarasota)
- 9/8/16 – Charlotte-Venice Manager Board Member Luncheon; Service Animal Training (Charlotte-Venice)
- 4/17/17 – Fair Housing Training; Skyview Mobile Home Park and Association (Lakeland)





Thanks to Our Partners and Sponsors!

- City of Tallahassee
- Florida Blue
- Florida Justice Association
- Pittman Law Group
- Florida Legislative Black Caucus
- Pichard Holdings Remedy Staffing
- Panhandle Area Educational Consortium (PAEC) (part of the HUD educational assistance grant)
- Esposito's Nursery (in-kind donation for Hall of Fame luncheon)
- Capitol City Bank
- NAACP
- Urban League of Florida
- Florida Association of Counties
- Florida League of Cities
- National Employment Lawyers Association (NELA)
- Academy of Florida Management Attorneys (AFMA)
- Equality Florida

Florida Civil Rights *Hall of Fame*



~The FCRHOF continues to inspire us all~

"These three individuals have made a great impact on the civil rights movement in the Sunshine State, and I am excited to distinguish them by their induction into the Florida Civil Rights Hall of Fame," said Florida Commission on Human Relations' Executive Director Michelle Wilson. "As someone who has personally and professionally benefited from the works of these pioneers, I join all Floridians in recognizing their contributions that improved our state and country for the better," concluded Wilson.

On June 7, 2017, Patricia Stephens Due, Dr. Arnett Elyus Girardeau, Sr. and Willie H. Williams were officially inducted into the Florida Civil Rights Hall of Fame for 2017.



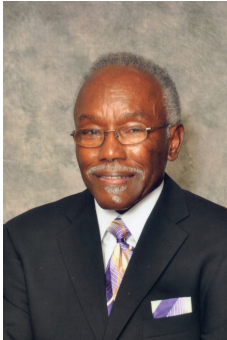
Patricia Stephens Due (1939-2012), a native of Quincy, spent most of her life as a civil rights activist. In 1960, Ms. Due chose 49 days in jail -- the first "jail-in" of the Civil Rights Movement -- rather than pay a fine or bail for sitting at a "whites only" lunch counter at a Tallahassee Woolworth's store. During another march, she suffered damage to her eyes from tear gas used by police and had to wear dark glasses for the rest of her life. She co-authored, along with her daughter, a book entitled *Family: A Mother-Daughter Memoir of the Fight for Civil Rights*. In 2011, she was honored by Tallahassee Mayor John Marks, who issued a proclamation declaring May 11, 2011 as Patricia Stephens Due Day. Her lifelong service, with that of her

husband's, culminated in the creation of The John Due and Patricia Stephens Due Freedom Endowed Scholarship, which provides \$1,000 annually to any FAMU student who plans to use the legacy of the civil rights movement to do his or her part to make this country a better nation.



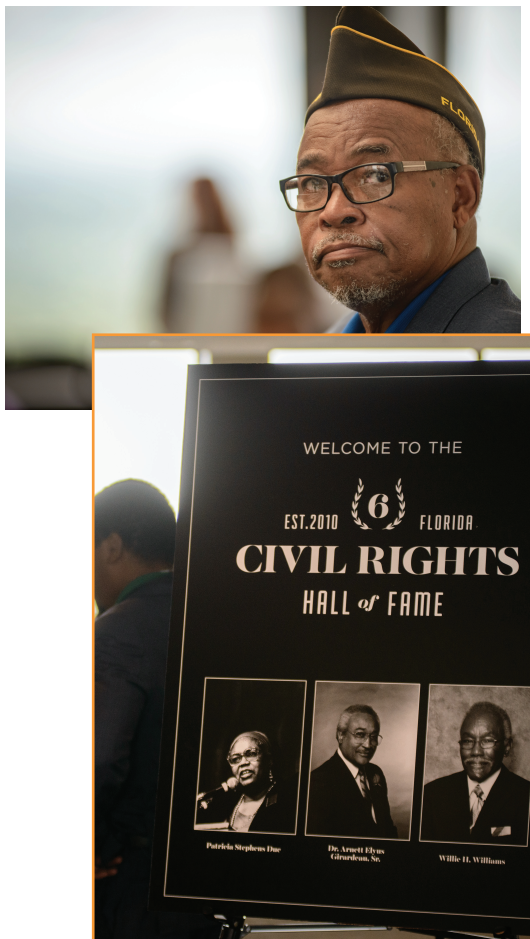
Dr. Arnett Elyus Girardeau, Sr. (1929-2017), a native of Jacksonville, served as captain of and participated in the 1960s sit-in referred to as "Ax Handle Saturday." After serving in the military and graduating from Howard University dental school, Dr. Girardeau was elected to the Florida House of Representatives and later to the Florida Senate, becoming one of the founding members of the Florida Conference of Black State Legislators and elected as the first Black Senate President Pro Tempore. As a state legislator, he introduced the African Scholarship Program, leading to a number of African-American students receiving a college education. His awards and memberships are extensive, but notable honors include Jacksonville Urban League Award, Jacksonville Community Relations Commission Award for Outstanding Service, Florida Human Relations Commission Legislative Achievement Award,

Bethune-Cookman College Outstanding Contributions to Education and Civic Affairs Award, FAMU Meritorious Achievement Award, Howard University Alumni Achievement Award, Mayor's City of Jacksonville Public Service Award, North Brevard County Branch N.A.A.C.P. Harry T. Moore Leadership Award and the President's Award for Civil Rights from Jacksonville Branch NAACP.



Willie H. Williams (1932-present), of Orlando, dedicated his life through actions and words to promote the mission of ensuring the equality of rights for all persons and eliminating racial hatred and racial discrimination. After graduating from FAMU, Mr. Williams taught industrial arts and mathematics in Nassau County, later joining Martin Marietta Aerospace (now Lockheed Martin) in Orlando, where he was the first African American hired in the engineering department. He served as a Golden Life Member and President of the Orange County Branch of the NAACP, as well as Vice President of the Florida State Conference NAACP. The City of Orlando declared May 5, 2007 as Willie H. Williams Day. His service included the Community Action Agency, the City of Orlando Human Relations Board and the City of Orlando Seniors' Advisory Committee. Mr. Williams received numerous awards, including NAACP President's Award for Outstanding Service, an Appreciation Award from the NAACP Youth Council and the Rutledge N. Pearson Award.

As authorized in Florida law, the Governor is to select up to three inductees from among 10 finalists submitted by the Florida Commission on Human Relations. The Commission encourages Floridians to nominate individuals who have made significant contributions and provided leadership toward Florida's progress and achievements in civil rights.



Planning for the *Future*

Conduct thorough, high-quality and timely investigations of discrimination complaints:

Commission's top priority. External and internal factors have impacted the Commission's ability to timely complete investigations. Staff works diligently to meet statutory timelines because failure to do so results in delayed resolution and potential costly litigation for businesses. The Commission's mediation services enable parties to resolve their disputes expeditiously and at substantially reduced costs.

Promote greater public understanding of discrimination issues and laws and engage community members and leaders to address intergroup tensions and discrimination:

- ***Outreach, Education and Training***

The Commission's units provide outreach, education and training to businesses, employers and the housing industry relating to their legal responsibilities under federal and state discrimination laws. Forming partnerships with private-sector entities and other governmental agencies is critical to reaching as many customers as possible. Limited training and public awareness forums, primarily in partnership with private and other public entities, were conducted statewide to improve the public's knowledge of discrimination issues facing Florida today.

- ***Communications***

During fiscal year 2016-17, the Commission continued to see an increase in media impressions, including print, television, radio, newsletter and electronic media outlets statewide. Topics covered included fair housing, elder discrimination, hate crimes, civil rights laws, sexual harassment, community events, the Florida Civil Rights Hall of Fame, Fair Housing Month (April) and information about the Commission's programs and services. The Commission developed and distributed opinion editorials to media outlets across the state on a variety of issues, including the elimination of racial discrimination, National Hispanic Heritage Month, Black History Month, MLK Day, Women's History Month, Florida Civil Rights Hall of Fame and Juneteenth Celebration. Electronic communications, including email, Twitter and Facebook, were sent to hundreds of grassroots human rights, human resources and legal organizations and associations statewide on various discrimination topics and changes to civil rights laws. Targeted audiences for communications and outreach efforts include Florida's housing industry, business owners, employers and employees, residents of and visitors to Florida, local community groups and organizations, state and local governmental entities, elected officials, teachers and students at all educational levels and the legal community.



Over the next five years, the Commission anticipates increasing media and communications outreach efforts to inform the public of its services and describe human and civil rights issues in Florida by:

- Engaging in social media and online networks to develop partnerships with local organizations and engage community members and stakeholders;

Planning for the *Future*

CONTINUED...

- Informing individuals, businesses, legal community members, housing providers and local communities of their rights and responsibilities via various media outlets and outreach efforts;
- Partnering with other governmental agencies at the state and local levels and private entities to provide information to the public;
- Providing outreach and training to interested parties throughout the state; and
- Engaging the Legislature through dialogue and timely information.

Promote public confidence in Commission services through excellent Customer Service:

Customer Service - Strives to improve its customer service efforts and outcomes through staff training, continuing education and the use of technology.

Governance and Accountability - Operates under the FCHR Governance Policy (design and structure of which was based on the Carver Model of Policy Governance) adopted by the Commission in December 2006. Annually, the commissioners develop ends priorities and conduct a review of the Executive Director's Compliance and Performance in order to evaluate the Commission's progress on achieving the Ends Priorities.

Public Access - All meetings of the Commission are open to the public and all information and records in the possession of the Commission, unless exempted by law from public disclosure, are available to the public. The Commission publishes all proposed rules, subsequent changes, and repeals in the Florida Administrative Register at least 28 days before adoption. The Commission fully complies with legislative requirements for posting meeting agendas and associated materials to its website and publishing notices in the Florida Administrative Register.



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