

Commission News

April 2014

Volume 4 Issue 4

WV Senate OK's Pregnant Workers' Fairness Act

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April Calendar

• SPECIAL NOTES:

- May is National Autism Month
- April is National Stress Awareness Month
- April is National Fair Housing Month
- April is Flower Awareness Month
- April is National Health Awareness Month
- April is Alcohol Awareness Month

During the legislative session of January 31, 2014, the West Virginia Senate has passed legislation (H. B. 4284) to help accommodate pregnant women in the workplace.

The Pregnant Workers' Fairness Act allows pregnant employees to request modified duties and other accommodations, such as bathroom breaks and help with manual labor, as long as they do not place undue hardship on employers.

The measure also requires employers to provide nursing women time to express breast milk. It bars employers from turning away a qualified job applicant out of concern she might ask the employer to make some adjustments due to her pregnancy.

Under the bill, pregnant workers may file complaints against employers through the West Virginia Human Rights Commission and the Commission may investigate claims relating to pregnancy.

§ 5-11B-2: Specifically says "It shall be unlawful employment practice for a covered entity to: Not make reasonable accommodations to the known limitations related to pregnancy, childbirth, or related medical conditions of a job applicant or employee, following delivery by the applicant or employee of written documentation from the applicant's employer's health care provider that specifies the applicant or employee's limitations suggesting what accommodations would address those limitations, unless such covered entity can demonstrate that the accommodation would impose an undue hardship on the operation of the business of such covered entity. The Bill further states, that it will be deemed unlawful for an employer to require a job applicant

or employee affected by pregnancy, childbirth, or related medical conditions to accept an accommodation that such applicant or employee chooses not to accept; or to require the employee to take leave under any leave law or policy of the covered entity if another reasonable accommodation can be provided.

The bill has been passed in both the house and the Senate, and will now be sent to the governor for his signature.

For more information regarding this legislation, you may call or email Margaret Chapman Pomponio 304-552-5055; margaret@wvfree.org or Rachel Huff - 717-991-3295; rachel@wvfree.org



ALL AROUND OUR TOWN!



April 12, 2014, 7:00 p.m.



Circus comes to town,
Amazing shows,
10:30 a.m.– 7:30 p.m.

Shen Yun, World's Classical Chinese Dancers - March 11-12, 7:30 p.m. Clay Center for the Arts & Sciences.

Tickets: \$50-\$150.00

For tickets or more information, contact Clay Center Box office online or call 304-561-3570.

Ringling Bros., Barnum & Bailey Circus ~ April 23, -27, 2014 **The Greatest Show on Earth.** The company was started in 1919 when the circus, created by James Anthony Bailey and P. T. Barnum, was merged with the Ringling Brothers Circus. The Ringling brothers purchased the Barnum & Bailey Circus in 1907,

but ran the circuses separately until they were finally merged in 1919.

In 1957 John Ringling North changed the circus from using their own portable tents to using venues, such as sports stadiums that had the seating already in place. In 1967 Irvin Feld bought the circus, but in 1971 he sold it to Mattel, then bought it back in 1982.

Despite its many ups & downs, the show has been a delight to audiences across this nation for many years and continues to be so to a sell out crowd everywhere it goes.

For ticket information, contact the Charleston Civic Center box office.



May, 3, 2014– Gospel Group, Casting Crowns—the fastest selling, platinum-reaching Christian artist in history—has never been more progressive musically.

Contact the Charleston Civic Center ticket office for more information.

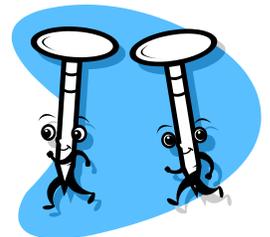
INSPIRATIONAL CORNER! “LESSONS FROM A NAIL”

A company was building a new building, and people came from everywhere to see the beauty of the building! Way up on the roof, a little nail heard the people praising everything about the lovely structure, except for the nails; so the nail became very upset. *“If I’m that insignificant, nobody will miss me;”* so the nail released its hold on the shingles and slid down the roof to the ground. That night a violent rain descended upon the structure and the shingles that had no nail came loose and blew away in the storm. The roof began to leak, the water streaked the walls and marred the beautiful murals inside.

Soon the plaster began to fall, and the carpet got wet and was stained something awful! The beautiful rooms were ruined by the water... all because **ONE** nail decided to *quit!*

While holding the shingle in place, even though that ONE nail wasn’t visible, it was very needed and very necessary; to the overall structure of the building; but because it refused to stay in its place, it was now buried in the mud below and would soon be eaten up by rust from the water it had landed in, and became totally useless.

Moral: Always know and understand that your absence makes a huge difference!! **YOU** are important!!



“Freedom is never given; it is won.”

A. Philip Randolph

“FAIR HOUSING CONFERENCE ~ A HUGE SUCCESS!”



Brian King, MOECD & Pete Minter- HUD



Yodora Booth- WVHRC, Regina Mayola—C.A.P.S., Clair Chantler-NWCIL & Cathy McConnell, Esq., WV Senior Legal Aid



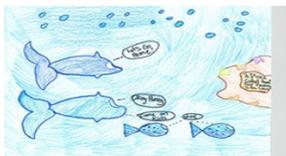
**Michael Jensen, Director
Office of Fair Housing & Equal Opportunity
Pittsburgh Field Office, ~ HUD**



Fair Housing Conference attendees - April 7, 2014

WV Fair Housing Poster Contest

The WV Human Rights Commission, in association with the WV Housing Development Fund is announcing its third annual Fair Housing Poster Contest. The attached document provides an overview of the contest as well as some suggestions for integrating the importance of Fair Housing into social studies lessons. Contest rules, including the contest theme, are included in the document. The contest is open to all students in grades 6 through 12. The 2013 winning posters can be viewed at <http://www.hrc.wv.gov/events/Pages/2013-Fair-Housing-Poster-Contest-Winners.aspx>. The deadline for entry submission is March 24, 2014. Please direct all questions to Tiffany Caldwell or Mary Poke at 304.558.2616.



FAIR HOUSING 2014

April 2014 has truly been an inspiring and informative month for Fair Housing. After hosting a very successful Fair Housing Conference on Monday, April 7, 2014, at the Charleston Civic Center, the West Virginia Human Rights Commission fair housing unit (Yodora Booth – Director of Operations, Tiffany Caldwell – Investigator II, and Laura Savilla Housing Secretary), along with Marshall Moss, Investigator II traveled to Beckley, WV to attend Beckley’s 2014 Fair Housing Workshop. The speakers included: Joshua Brown, Fair Housing Compliance Officer at the West Virginia Housing Development Fund;

the Commission’s very own Marshall Moss, Michael Jansen, Field Director, Pittsburgh, PA; Fair Housing and Urban Development, Bredga Neal, a VA Counselor and Glenn Neal, a Retired Attorney. Mr. Brown and Mr. Moss collaborated to give an overview of the HRC and on filing complaints, as well as developments on specific rules. Mr. Brown incorporated his “Jeopardy game” to further help participants get an in depth understanding of the Fair Housing Act. Mr. Jansen spoke about discrimination against LGBT individuals in both the private-sector and those receiving HUD assistance.

Mr. and Mrs. Neal spoke about service animals, a topic that has been considerably controversial among landlords.

The WVHRC Fair Housing unit set up a display table and distributed packets filled with WVHRC information and embossed goodies. The 2014 Beckley Fair Housing Workshop had an abundance of information that each participant will be able to use, not only for themselves but to pass along to others; which will further help spread the word about Fair Housing efforts in West Virginia.

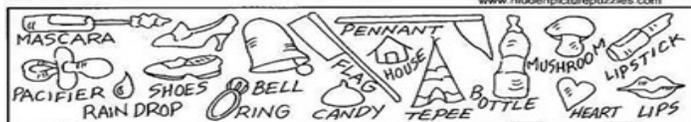
Tiffany N. Caldwell
Housing Investigator ~WVHRC



Find the hidden objects: Mother's Day

- | | |
|--------------|--------------|
| 1. Mascara | 8. Pacifier |
| 2. Rain drop | 9. Bell |
| 3. Ring | 10. Candy |
| 4. Flag | 11. Pennant |
| 5. House | 12. Tepee |
| 6. Bottle | 13. Mushroom |
| 7. Heart | 14. Lipstick |
| 15. Shoes | 16. Lips |

***(A little after the Holiday fun)



Administrative Professionals Day Observed!!

Historically, the National Secretaries Association was formed to recognize the contributions of secretaries and other administrative personnel to the economy, to support their personal development and to help attract people to administrative careers in the field. While national association was being formed, with its roots tailored to the needs of the Civil War days, a similar group emerged in an attempt to address the needs the ever changing technological 21st century. Administrative Professionals Day 2014 is recognized nationally, April 23, 2014 however; many organizations recognize and observe Professional Secretaries Week as one in the same.

The West Virginia Human Rights Commission and Commissioners recognizes the extensive responsibilities

of the administrative workforce as well as the demands of the dual lifestyles many of today's support staff lead, i.e., homemaker, chauffeur, church member, wife, husband, mother, father, etc., especially since in today's society the role of administrative support staff is no longer limited to the female.

Whether male or female the demands of the job and the challenges of its tasks means staying stay in sync with the needs of others while balancing work-life and life outside of work.

We give a big *THANK YOU and ATTA GIRL* to all of our Administrative Support staff and encourage each of you to show you're them your love and appreciation for all that they do in the background; so that your light consistently shines in the foreground.

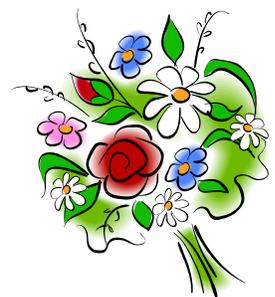


SANDE' WOODS

Brenda Hall

Cindy Moore

Rebecca Lester



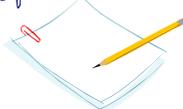
Miomia Turley

Sue Means

Laura Savilla

Rhoda Perez

Administrative
Professionals Day



Leola Bateman

YOUNG PEOPLE COPING WITH STRESS!

In the last few weeks numerous events have had the average man/woman pulling at their hair, while wondering what in the world is going to happen next? A plane falls out of the sky, and over the course of a month or more, it's remains are still not found; the passengers, nor the crew. Mud slides have taken whole neighborhoods off the map. A young man runs through the hallway of a school stabbing 21 people with knives in both hands.

What's going on with the weather? Is it still Winter or is it Spring? It was 80 degrees one day and below freezing the next. Not including what's going on in our own world of our family, job, or neighborhood. All of these things can be very stressful. And stress, according to psychologists, are the common cause of headaches, stomachaches and depression experienced by adults as well as children. However; at times the problem can be more serious than those described. Studies have shown that stress can affect intelligence levels, cause repression in speech or learning, and can lead to the eventual use of drugs, alcohol and, in extreme cases, even suicide.

What is stress? To a child, stress is what I worry about. What scares me. What I get excited about or what I think about a lot. Dr. R. Dean Coddington, of the Louisiana State University Medical School, cites a list of stress factors for children in three different age groups. For elementary school-age children, the list includes factors such as squabbles between parents, reprimands, physical arguments with parents or friends, taking tests, violent weather and signs of puberty. High school students experience stress from non-acceptance, the passing of a close friend, fear of authority figures, dating, weight and skin problems, and involvement with drugs and alcohol.

Children at any age can experience stress associated with divorce, separation or the death of a family member. Other far more complex situations can cause stress, such as the fear of war, nuclear war, or any war, for example, all of which is pervasive among young people today. A well-adjusted 12-year-old awakened his parents at 4 a.m. recently because he had a nightmare about being caught at school during an attack. In the dream, he couldn't find them or his sisters. Awareness of such adult issues can be a major cause of stress among children, according to Dr. David Elkind, a psychologist and author of "**THE HURRIED CHILD: GROWING UP TOO FAST TOO SOON**". He asserts that children today face too much stress because they are being hurried through childhood. On the outside, they look and act very mature, but on the inside, they are still children. Dr. Elkind, continues to say that socially, we expect too much of them. We force them to make decisions and deal with situations that demand a maturity they don't have. Academically, we encourage, pressure or bribe them into learning to read earlier and achieve faster. The result? "*Our children are stressed by the fear of failure and of not achieving fast enough or high enough*".

"Slow down," he advises, and stop rushing your child from the crib to baby-sitters; to classes, to schools, to activities. Relax and allow them to enjoy and relish their childhood. Success, joy and happiness are best achieved by avoiding the pursuit of perfection. Dr. David Burns, of the Behavioral Science Institute at Presbyterian-University of Pennsylvania Medical Center, explains it this way: "*It is important to distinguish perfectionism from the healthy pursuit of excellence.*"

YOUNG PEOPLE COPING WITH STRESS! - PT.2

Dr. Burns found that the pursuit of perfection accounted for depression and anxiety among patients who were unable to achieve the unrealistic goals they had set for themselves. He looked at 700 people from all walks of life, expecting to find that even if perfectionism brought less happiness, it would also bring more rewards. He was surprised at the findings. “They (perfectionists) were significantly more anxious, depressed and unhappy. But there was no evidence that they were doing better in work or life. In fact, they were earning less and performing less well than their non-perfectionist counterparts.

Perfectionists, he says, often believe they must earn other people’s love through success and that failure makes them less worthwhile. This self-applied pressure and fear of failure blocks creative activity. “You lose the capacity to love, play, and have fun,” says Dr. Burns. In his book, **“FEELING GOOD: THE NEW MOOD THERAPY,”** he suggests “letting go of internal ‘shoulds’ and getting into a more spontaneous way of life. You can still be committed to your work or your marriage. But, “he admonishes, “do it with joy.”

Maybe that is what the Bible meant when it said, “Perfect love cast out all fear.” I always wondered about that verse until, our oldest son, who was 9 or 10 at the time came and knocked on our bedroom door at 2 a.m. or 3 a.m., asking could he get in the bed with his mother and I. “Why” we asked, “because I am afraid of the lighting and rainstorm going on outside.” It was lighting and the storm was loud, so we said, “sure.” As soon as the boy got in our bed, and his head hit the pillow, he was out like a light. He went to snoring, and did not wake up until the morning. I thought the storm, the lighting, the things that he was afraid of, is still going on. Why is he no longer in fear? Why has his stress level disappeared? God laid on my heart, “Perfect love cast out all fear.” He was in between two people that he knew loved him, and that took away all his fear and stress.

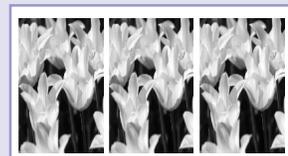
To me that is what Easter is all about. It was God sending his son, to help us with our fears and stress by taking away the things that were hurting us, inside and out. We call it in the church sin. “For God so loved the world, that he gave his only begotten son, that whosoever believeth in him, should not perish, but have everlasting life.”

I hope you have found something or someone that “cast out all your fear” and stress. And do enjoy your Easter Weekend!

Rev. D. W. Cummings,
Chair, West Virginia Human Rights Commission

Success, joy and happiness are best achieved by avoiding the pursuit of perfection.

“It is important to distinguish perfectionism from the healthy pursuit of excellence.”



HONORING A LOYAL FRIEND

ELMER H. DAY – RETIRING DIRECTOR

Elmer H. Day, Jr., has been the Executive Director of the Beckley Human Rights Commission for the past 22-years as well as a loyal supporter and friend of the WV Human Rights Commission.

He was also a recipient of the Governor's Civil Rights Day awards in February of 2012, and long before serving the citizens of the City of Beckley and this great State of West Virginia, Mr. Day served his country during the Vietnam War, as a member of the United State Marine Corps. He was awarded two Purple Heart Medals for wounds he received during his service in Vietnam.

Elmer, as he is known by long time friends of the Commission, Marshall Moss and Yodora Booth, (*pictured in this article with him*), is a member of the Disabled Veterans of America, American Legion Post #70, National Association of Human Rights Workers, NAACP, Citizens Improvement Association, Mountain State Center for Independent Living Board, and the Governor's Hate Crime Task Force. During his tenure as a Board Member with the Mountain State Center for Independent Living, the City of Beckley completed sidewalk curb cuts throughout the City, which enabled individuals with mobility impairments to better negotiate throughout City of Beckley.

Elmer's friends here at the WV Human Rights just wanted to say a formal "good-bye" and to wish he and his wife Lucille, well as they enjoy the leisure of their retirement days.

The West Virginia Human Rights Commission Housing unit attended



Elmer H. & Lucille Day

the Beckley Fair Housing Event as a continued partnership that has formed over the years between the WVHRC and Beckley HRC, while under the leadership of Mr. Day.

Elmer and his wife make their home in Beckley, and are the parents of three children, Derek, Eric and Laneen. They also have two grand-daughters Erica and Paige.

"Truly great friends are hard to find, difficult to leave, and impossible to forget."

WHAT'S IN A NAME? ~"GLOUCESTER"

Gloucester (glɒstər/ *GLOS-tər*) is a city, district and county town of Gloucestershire in the South West region of England. Gloucester lies close to the Welsh border, and on the River Severn, approximately 32 miles (51 km) north-east of Bristol, and 45 miles (72 km) south-southwest of Birmingham.

A cathedral city, capital of its county which was built on a flat spot of land, Gloucester is situated on the River Severn and the Bristol and Birmingham Railway.

The name may also be familiar to you in that Gloucester, is also a city on Cape Ann in Essex County, Massachusetts, in the United States; nicknamed *The place to be in Summer.*"



Fisherman's Memorial

Gloucester's most noted landmark is the harborside *Man at the Wheel* statue (also known as the "Gloucester Fisherman's Memorial Cenotaph"), dedicated to "They that go down to the sea in ships", which is a quote from Psalm 107:23-32.

Gloucester was founded at Cape Ann by an expedition called the "Dorchester Company" of men from Dorchester (in the county of Dorset, England) chartered by James I in 1623. It was one of the first English settlements in what would become the Massachusetts Bay Colony, and predates both Salem in 1626 and Boston in 1630. The first company of pioneers made landing at Half Moon Beach and settled nearby, setting up fishing stages in a field in what is now Stage Fort Park. This settlement's existence is proclaimed today by a memorial tablet, affixed to a 50-foot (15 m) boulder in that park.

Life in this first settlement was harsh and it was short-lived. Around 1626 the place was abandoned, and the people removed themselves to Naumkeag (*what is now called Salem, Massachusetts*), where more fertile soil for planting was to be found. The meetinghouse was even disassembled and relocated to the new place of settlement. At some point in the following years - though no record exists - the area was slowly resettled.

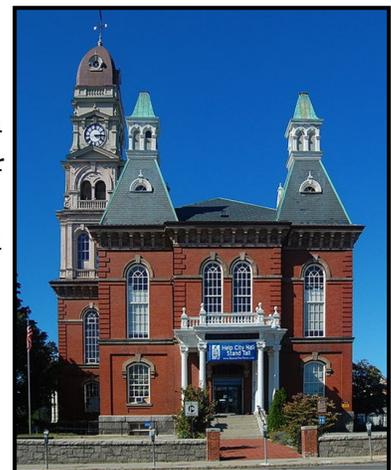
The town was formally incorporated in 1642.

It is at this time that the name "Gloucester" first appears on tax rolls, although in various spellings. The town took its name from the city of Gloucester in South-West England, perhaps from where many of its new occupants originated but more likely because Gloucester, England, was a Parliamentary stronghold, successfully defended with the aid of the Earl of Essex against the King in the Siege of Gloucester of 1643.

Gloucester occupies most of the eastern end of Cape Ann, except for the far tip, which is the town of Rockport. The city is split in half by the Annisquam River, which flows northward through the middle of the city into Ipswich Bay. At its south end it is connected to Gloucester Harbor by the Blynman Canal.

The land along the northwestern shore of the river is marshy, creating several small islands.

Gloucester Harbor is divided into several smaller coves, including the Western Har-



Gloucester City Hall, built in 1871

bor (site of the Fisherman's Memorial) and the Inner Harbor (home to the Gloucester fishing fleet). The eastern side of Gloucester Harbor is divided from the rest of Massachusetts Bay by Eastern Point, extending some 2 miles (3 km) outward from the mainland.

There are several parks in the city of Gloucester, the largest of which are Ravenswood Park, Stage Fort Park and Mount Ann Park; no wonder this city is known as the "place to be in summer."

WVHRC

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Please visit our website for more information and updates.
Web address: www.hrc.wv.org

WVHRC Staff: "Welcome!"

William "Bill" Phelps & Cindy Moore

The Commission welcomes Cindy Moore, who will be working as an OA II. And no doubt like so many others who are fortunate to have great jobs these days, Cindy says it is a blessing to be employed full time with benefits; she is happy to be here. Cindy has one Son, and though she isn't a grandmother as of yet, is hopeful one day she will be blessed with a Granddaughter to cherish. Cindy likes to cook, and sometimes her family teases her about "experimenting too much." She say her brother, Lamont makes the best Mac n Cheese that just melts in your mouth. Her favorite movie: Poetic Justice, and if she could she would love to one day go to Egypt. Hopefully with this warmer weather she'll get to enjoy one of her favorite ways to relax which is sitting in the sunshine at a cookout with family and friends!! **Welcome Cindy.**

William "Bill" (as most people call him) Phelps - is a retired Police Office with the Baltimore Police Department. He and his wife and children just returned from the beautiful Island of Hawaii, where the water is just a blue as you see it in the pictures. Bill and his wife has two sons, ages 21 yrs and 14 yrs. (By the way the 14 yr. old is already 6'2") ! 

Bill says, he likes to cook too...especially Lasagna... and eat... anything, except Roast, *don't like Roast??* He does like the movie "Shawshank Redemption" and can watch it over and over no matter how many times he's seen it before.

Bill's family is active with the Autistic Association and networks with organizations that support Autism, because of their older son who is Autistic. **WELCOME BILL!!**

**Walk-ins
welcome!**

**We are a neutral
agency!!**

▶ May 20 14

(April showers bring May flowers)



Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13 H <small>Primary Election</small>	14	15	16 P	17
18	19	20	21	22	23	24
25	26 H <small>Memorial Day</small>	27	28	29	30 P	31