



COMMONWEALTH OF KENTUCKY JOB CLASS SPECIFICATION

HUM RGTS COMPLIANCE ENFMT OFFICER I

Job Number: 20001161

Job Code: 62950V240401

Job Group: 6200 - HUMAN SERVICES

Job Established: 06/16/1982

Job Revised: 04/01/2024

Grade: 13 Salary (MIN - MID):

\$20,549-\$30,824 - Hourly

\$3,339.22-\$5,008.90 - 37.5 Hr. Monthly Salary

\$3,561.84-\$5,342.84 - 40 Hr. Monthly Salary

Special Entrance Rate:

NONE

NONE

NONE

PROBATIONARY PERIOD:

This job has an initial and promotional probationary period of 6 months, except as provided in KRS 18A.111.

CHARACTERISTICS OF THE JOB: *Characteristics of a job are general statements indicating the level of responsibility and discretion of positions in that job classification. These are not intended to be an exhaustive list.*

Provides investigative and enforcement services to assure compliance with laws and regulations administered by the Human Rights Commission in accordance with KRS Chapter 344. Under guidance, conducts preliminary investigations to evaluate allegations of discrimination submitted to the Kentucky Human Rights Commission; and performs other duties as required.

MINIMUM REQUIREMENTS:

EDUCATION:

Graduate of a college or university with a bachelor's degree.

EXPERIENCE, TRAINING, OR SKILLS:

One year of experience involving the investigation, interpretation, or enforcement in human rights activities, OR one year of legal research, administrative, labor relations, or community organization work.

Substitute EDUCATION for EXPERIENCE:

Graduate study will substitute for the required experience on a year-for-year basis.

Substitute EXPERIENCE for EDUCATION:

Additional experience in one of the above-mentioned fields will substitute for the required education on a year-for-year basis.

SPECIAL REQUIREMENTS (AGE, LICENSURE, REGULATION, ETC.):

NONE

EXAMPLES OF DUTIES OR RESPONSIBILITIES OF THE JOB CLASSIFICATION: *Examples of duties or responsibilities are not to be construed as describing what the duties or responsibilities of any position shall be and are not to be construed as limiting the appointing authority's ability to assign, or otherwise alter the duties and responsibilities of a position. This is not intended to be an exhaustive list.*

Evaluates allegations of discrimination submitted to the Kentucky Human Rights Commission. Conducts preliminary investigation to determine if sufficient basis exists for filing a complaint according to KRS Chapter 344. Drafts complaints and secures complainant's signature. Serves complaint on respondent. Assists in conducting thorough investigation of signed complaint including, but not limited to securing documents and other written evidence, compiling statistics, interviewing witnesses, and reviewing respondent's policies, practices and procedures, regulations, and operations. Such investigations would include meeting with and securing documentation from corporate officials, corporate attorneys, and public officials. Serves as speaker or panel participant in meetings to promote the goals of the Human Rights Commission.

UNIQUE PHYSICAL REQUIREMENTS:

Any unique physical requirements necessary to perform the duties of a specific position will be listed on the individual position description, if applicable.

TYPICAL WORKING CONDITIONS: *Incumbents in the job will typically perform their job duties under these conditions.*

Incumbents working in this job title typically perform duties in an office setting or in a public forum.

ADDITIONAL REQUIREMENTS:

Upon employment, employees in this job classification may be required to maintain a valid driver's license and may be required to drive a licensed vehicle. This status may be necessary for the length of time in this job classification. If this is necessary, it will be listed in the specific position description for the position at issue. Applicants and employees in this job classification may be required to submit to a drug- screening test and background check. Applicants and employees in positions which perform job duties that may require contact with offenders in the custody or supervision of the Department of Corrections or with youth in the care, custody, or supervision of the Department of Juvenile Justice must meet qualifications pursuant to the federal Prison Rape Elimination Act, 28 C.F.R.115.17 and 115.317.

The Commonwealth of Kentucky does not discriminate on the basis of race, color, sex, disability, age, national origin, religion, sexual orientation, gender identity or expression, pregnancy or related medical condition, marital or familial status, ancestry, political affiliation, genetic information, or veteran status in accordance with state and federal laws.