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# HUMAN RIGHTS COMMISSION

City and County of San Francisco

*Edwin M. Lee, Mayor*

APPROVED 12-13-12

## ***Regular Meeting Minutes***

Thursday, November 8, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

### **ROSTER OF COMMISSIONERS**

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

## 1. Call to Order and Roll Call

A quorum was present for the meeting:

Commission Chair Michael Sweet  
Commission Vice-Chair Douglas Chan  
Commissioner Sheryl Evans Davis  
Commissioner Mark Kelleher  
Commissioner Nazly Mohajer  
Commissioner Faye Woo Lee  
Commissioner Todd Mavis  
Commissioner Michael Pappas  
Commissioner Richard Pio Roda

Commissioner excused: Susan Christian

Staff Present: Director Theresa Sparks, Mullane Ahern, Sheryl Cowan, & Taraneh Moayed

### **PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA:**

Michael Petrelis: Gay and AIDS Activist. Wants to address that HRC meetings are not being broadcast on television; he is in favor of finding funding to have the HRC meetings broadcast on Channel 26. As “transparency activist” he quotes a slogan “If it’s not on the web, it’s not transparent.” Also wanted to address the appearance of bias when Director of agency meets with parties pertaining to issues in the gay community.

Pastor Lynn Gavin: Wanted to talk about “Issues of Transparency.” Wants to know why HRC is called “human rights agency.” Made comments regarding possible bias pertaining to her case re: Park Merced. She received an October 16, 2012 letter from HRC stating that her case was formally closed; she wants a decision made by November 20, 2012. She stated that her case has lasted over a year and she has been patient; states that not having a decision/determination made is unfathomable. She stated that made a Sunshine request for documents on her case; she felt that HRC was not “professional.” She states that this is unacceptable. Stated that she was going forward with Federal case. She presented a written statement to the Commissioners.

## 2. Adoption of Minutes Dated October 11, 2012

Motion by Commissioner Pappas; 2<sup>nd</sup> by Commissioner Lee;

No public comment; no discussion

Vote to Approve: Ayes: Sweet, Chan, Mohajer, Lee, Mavis, Pappas, Pio Roda

Motion Passes; minutes adopted.

## 3. Adoption of Minutes Dated October 19, 2012

Motion by Commissioner Lee; 2<sup>nd</sup> by Commissioner Pappas;

No public comment; No Discussion

Vote to Approve: Ayes: Sweet, Chan, Mohajer, Lee, Mavis, Pappas, Pio Roda

Motion Passes; minutes adopted.

## 4. Vote on Resolution Honoring Mary Gin Starkweather’s (over) 33-years with the Human Rights Commission.

Director Sparks asks the Commissioners to pass a Resolution honoring long time staff member of HRC, Mary Gin Starkweather, who has been a steadfast employee for many years and spent her career working for HRC. She has worked in every single unit of the HRC. Mayor Lee has also sent a Certificate thanking

her for her 33 years of service to the City. HRC will have a brunch on October 16 where resolutions will be presented. Commissioners are encouraged and invited to attend.

Commissioner Lee states that she and Mary worked on Employment Committee for many years and she will most definitely attend the lunch to wish her "Good Luck" upon her retirement.

Motion to Approve Resolution: Chan; 2<sup>nd</sup>: Lee and Mohajer  
No Public Comment

Vote: Ayes: Commissioners Sweet, Chan, Mohajer, Lee, Mavis, Pappas, Pio Roda  
Motion passes.

## **5. Commissioners' Activities in the Community:**

Commissioner Pappas: On 10/25/12 he moderated a conversation with Dr. Nahid Angha on Sufism. On 10/26/12 he attended the Disaster Council Meeting at the Dept. of Emergency Management and on 11/3/12 he attended an NAACP Freedom Dinner at the SF Hilton.

Commissioner Pio Roda on 10/29/12 attended the Mayor's reception honoring Pilipino-American Month at the new PUC building. Education Advisory was also in attendance.

## **6. Director's Report on recent activities of the Human Rights Commission including updates on: MUNI Bus Advertising Policy, Rainbow Flag controversy in the Castro, staff conferences and activities related to Human Trafficking and Transgender Cultural Competency Training.**

Presenter: Director Theresa Sparks

Director Sparks highlights a list of upcoming events that the HRC staff will attend.

re: MUNI Bus Ads that were very anti-Islamic. They met with Chair Sweet, Commissioner Pappas and Ed Reiskin and Tom Nolan of the SFMTA, talked about the issue and facilitated a conversation with the AMEMSA community and the Jewish Community. Afterward, staff sent a list of suggestions to the stakeholders; sometime in January, 2013 they will hold a forum-type meeting to give the AMEMSA Community to speak publically about the effect of this on their children and community.

They will also be developing a health impact study on this population.

They will also convene with joint conference with UC Bolt and Hastings School of Law to talk about impact and definition of hate speech and to have dialog of hate speech v. 1<sup>st</sup> Amendment rights. They will call on scholars from around the country. Deputy Attorney General of United States has said that hate speech has no definition. HRC will be attempting to bring out the issues and this will be a very high profile forum.

re: Raising other flags on the Castro flag pole. Mentions she and Mr. Petralis have had several conversations over the past weeks. They have opened a preliminary case while investigating a potential discrimination complaint. Overall evaluation by city attorney has not been reached. Note: Initially, the flag was an art exhibit. Merchants of upper Market and Castro have been funding the pole upkeep for years. What looked like a very simple issue in the beginning has now turned into a very complicated issue; City Attorney's office is working on the issue now. Results will be presented at a future meeting.

Staff attended a Human Trafficking conference event for 2 days in Palo Alto to talk about issues of Human Trafficking with people from around the United States; good for our staff to attend and get a better understanding of the issues.

Director conducted a training session on transgender sensitivity (at their request) to the University of California ("UC") President Uberoff and the Provost of UC University system. UC is looking to change their policies at 10 campuses and medical facilities.

SF Health Commission approved universal transgender health care; ground-breaking issue. Commissioner Chung presented the resolution to the Health Commission and it was universally adopted. HRC has worked on this issue for several years. It will be rolled out in 3-stages in the future. Thanks the Health Commission. Noted that HRC had filed a preliminary letter of intent to file a discrimination complaint over 3-years ago.

Commissioner Chan: Asked about meeting with Mr. Reiskin and the SFMTA advertising policy. Discussion follows; Director states this is on-going issue; SF is looking at what other cities are doing too. Director states that clarification is coming from City Attorney's office.

Commissioner Pio Roda asks about is there ever was a policy on the Rainbow Flag. Discussion follows. Director Sparks gives brief history of the Flag Pole and states that originally, there was no funding to take care of the flag. The Merchants Association came forth and has been taking care of the cost for years. Director mentions that she is meeting with Supervisor Weiner and the City Attorney to investigate whether or not any discrimination has occurred since the flag pole is city property. She also met with the association including member, Cleve Jones. The Merchants Association has mentioned safety concerns when lowering the flag, although the flag has been lowered in the past. She reiterates that the City Attorney is looking into the issue since the city owns the flag pole.

Commission Davis; Asks about human trafficking and asks where does the issue "sit" within the HRC. Mentions that she has attended meetings for Girls Court; which has to do with human trafficking, she wants to know if there is a correlation between women being arrested and human trafficking. Discussion of human trafficking collaborative at HRC follows. Director mentions the highly attended discussion of Prop 35 at HRC office. States that it is difficult to define what is trafficking. Director mentions other meetings including with the SFPD, Special Victims Unit. Can't report any results at this time but states they have been having many discussions and meetings.

Commissioner Mavis: Recommends that HRC holds a public hearing on the issue of the Flag Raising in the Castro and invite the stakeholders and other interested parties as part of our attempt to hold more meetings in the community. States that he thinks it has been about a year since they last met in District 8.

Director states that there are two issues: What is the legal issue of flag can/can't go on pole and the other issue is the control of the flag pole and what goes on it.

Commissioner Mavis strongly recommends a community meeting on this issue.

Also comments that disability claims in discrimination are rising; he wants to know what can be done to help staff.

Public Comment: William F. Wilson

Thanks Commissioner Mavis profusely for advocating for a meeting re: Flag Pole. Strongly in support of a meeting to discuss process of who decides what flag can fly. He tells story of what has happened when he has tried to communicate with the Merchants Association. He states that he was greatly angered by treatment received at the meeting.

Public Comment: Michael Petralis

States they have been battling since 2011 for transparency about how the flag is chosen and taken care of; states that they have been thwarted by Supervisor Weiner; states that it is not helpful for meetings to be held "behind closed doors." Wants everyone to have equal access to the pole and is in support of a town hall meeting in the Castro.

Public Comment: Woman, Barbara: Emigrated from Brazil; has been "here" for 5-years. Barbara states that she is a little bit lost (with the process). States that someone is trying to "screw" her and "wrap her in the Brazilian flag." She thinks she needs to talk to somebody.

Chair Sweet explains that this is a time for public comment specifically on the Director's Report

Chair Sweet states that as we look at how this commission works, director gave a list of many things that we are out there doing, he wants to designate a commissioner or two to be "point person" on issues, so there is a commissioner available to Director (and staff) to support and interface with Director on behalf of the Commission. He states that as staff goes to meetings, a Commissioner can also be in attendance and interface with them on behalf of the Commission. He asks Commissioners to let him know what specific issues they wish to work on. He looks forward to future Director's report including having Commissioners attending meetings.

## **7. Review FY12-13 Q1 performance data for Discrimination and Policy Divisions**

Presenter: Taraneh Moayed

Director Sparks first states that Ms. Moayed will make overall presentation, then David Miree, representing the Policy Unit and Mullane Ahern from Discrimination Unit are both available to answer specific questions.

Ms. Moayed makes Q1 data for the remaining two divisions of the HRC: Discrimination and Policy. Cites overview page (page 3) of report which explains Discrimination Division, which she states the Commissioners are familiar with already. Also presents brief overview of Policy Division. She states they are trying to identify/capture ways to quantitatively measure the policy work so the performance measure (data) works in the (city) system. Mentions the four broad areas of deliverables for Policy: advocacy, education (training and awareness), public forums/hearings and research analysis/publications.

She continues to explain how they will try to follow and track the policy division. She mentions that Commissioner Mavis had mentioned previously that he would like to be involved in the process of measuring performance. This is a good time to have discussion. Director states that at the upcoming January, 2013 retreat would be a good time to have discussion on this topic. Last time, the main influence for performance was contracting, so this is "new ground."

Ms. Moayed continues the overview of the report and states that for Q1 this is a good way for HRC to look at how they will move forward. She mentions the high number (over 40) meetings held by three staff shows how much staff is doing.

Discussion from Commissioners pertaining to the presentation, HRC jurisdiction and new law. Taraneh mentions law that pertains to HRC jurisdiction. Director mentions that Benefit Corporation is fine example of how HRC worked on developing new law. Discussion continues regarding development of new law. Director mentions Charter restricts the Commission itself from deciding on what day-to-day issues will be for the agency.

Discussion follows regarding how policies are chosen by agency and how/when the issues are brought to the Commission.

Commissioner Mavis states he will spend time thinking about performance measures; he mentions that he is interested in 12H; thinks that it might be helpful to have hearing about how Sanctuary City is performing for the community. Discussion of Sanctuary City meeting held previously; no one came for public input. Director states there has been very little success in Sanctuary City. ICEE raids are mentioned.

Commissioner Pio Roda: Asks about "bandwidth" for staff continuing this amount of work? Director states it cannot be kept up due to staff decrease: one retirement and one resignation. Discussion follows on prioritizing work issues; staff will discuss at staff retreat.

Mullane Ahern continues explaining the data for Discrimination Division (intakes, inquiries, complaints filed). States that HRC tries to be the most efficient resource for claims. Housing is the most prevalent

area for complaints. Talks about disability discrimination. States that HRC wants to do their best work to help complainants. Many of complaints come from marginalized (low income) communities. Director states that last year they did over 1500 inquiries, this year, staff is doing wonderful job with over 1600 inquiries.

## **8. Matters of Interest for Possible Inclusion on Future Agendas**

Commissioner Mavis calls for a public hearing on legal issues revolving around raising the Rainbow Flag at Harvey Milk Plaza. He mentions that the end of January may even be too aggressive. Director states it will be scheduled as soon as possible in the New Year. Commissioner Mavis states he would like to be assigned to this issue per Commission Sweet's comments earlier.

Commissioner Mohajer states that she would like to hear a general (brief) overview of health insurance options for the general public, not a specific group. Health insurance issues are considered nationally as a human rights issue. Director Sparks states that she will ask Tangerine Bingham, Healthy San Francisco, to come make a presentation.

Commissioner Chan: Asks Director if it is possible to get a clearer picture of contacts between Police Department/Sheriff's Department and immigration authority. He asks if any record is being made during the course of any operations (detentions), at district, command staff or inter-jurisdictional level in that police authority, of regular contacts between ICEE and the Sheriff's Department. Director makes comment that it would be interesting particularly after Commission Mavis remarks about Sanctuary City. Not sure this is possible/available; she will find out.

Commissioner Chan asks if there are going to be amendments to 14B and asks who is watching over the City Administrator's Office as to instances of discrimination in public contracting. He asks for a report from staff as to ideas, impressions, or updates, as to developments of what the new legislation scheme is going to look like, particularly when contracting was called out as one of HRC Charter mandates.

Commissioner Pappas attended Mayor Lee's major press conference regarding violence prevention in the City this summer. Since then, Eric McDonald and Dwayne Jones have been meeting with faith leaders, nonprofit leaders and city departments to develop a violence prevention policy for the City. He requests that HRC invite them for a presentation on violence prevention policy and the associated human rights implications.

### **PUBLIC COMMENT**

Unknown Woman: Requests that if HRC has public forum on health issues, she asks that drug users are included.

Chair Sweet moves meeting to closed session. Secretary reads:

*The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present.*

- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Vote to enter into Closed Session. Motion: Chan 2<sup>nd</sup>: Mohajer  
No discussion.

Ayes: Commissioners Sweet, Chan, Davis, Kelleher, Mohajer, Lee, Mavis, Pappas, Pio Roda  
Motion Passes.

## **Enter Closed Session 7:07 p.m.**

### **9. PUBLIC EMPLOYEE PERFORMANCE EVALUATION**

**Executive Director, Theresa Sparks**

**Pursuant to Govt. Code § 54957(b)(1); Admin. Code § 67.10(b).**

City Attorney: Jill Figg in attendance.

## **Open Session 7:31 p.m.**

### **10. Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).**

Motion: Chan 2<sup>nd</sup>: Mohajer

Vote: Ayes: Commissioners Sweet, Chan, Davis, Kelleher, Mohajer, Lee, Pappas, Pio Roda

Chair Sweet states that they agreed on a final document which is the evaluation of the Executive Director. He will develop cover letter and give the evaluation to the Director tomorrow; states that they will find opportunity for the Director to meet with the Commissioners should she wish to discuss the evaluation.

### **11. Adjournment 7:33 p.m.**

**PLEASE NOTE: The San Francisco Human Rights Commission will meet on December 13, 2012 in Room 416, City Hall. If you have any questions, please contact the Commission Secretary at 415-252-2506 or via e-mail [sheryl.cowan@sfgov.org](mailto:sheryl.cowan@sfgov.org).**

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San Francisco, CA 94102-4683  
415-554-7724 (Office); 415-554-7854 (Fax)  
E-mail: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at [www.sfgov.org](http://www.sfgov.org). Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

#### **ACCESSIBLE MEETING POLICY**

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary-at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

#### **DISABILITY ACCESS**

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

#### **LOBBYIST ORDINANCE**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: [sfgov.org/ethics](http://sfgov.org/ethics).

### MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at [www.sf-hrc.org](http://www.sf-hrc.org) and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

### 了解你在陽光政策下的權益

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San Francisco, CA 94102-4683

電話號碼:415-554-7724 ; 傳真號碼415- 554-7854

電子郵箱: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

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### 利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

### 殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

### 遊說者法令

依據「三藩市遊說者法令」 ( SF Campaign & Governmental Conduct Code 2.100 ) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請

聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: [sfgov.org/ethics](http://sfgov.org/ethics)。

### 會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許:

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞;
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- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁[www.sf-hrc.org](http://www.sf-hrc.org)或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

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San Francisco, CA 94102-4683  
415-554-7724 (Oficina); 415-554-5163 (Fax);  
Correo electrónico: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

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### POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

### ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

### ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: [sfgov.org/ethics](http://sfgov.org/ethics).

### REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en [www.sf-hrc.org](http://www.sf-hrc.org) y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.