



HAWAI‘I CIVIL RIGHTS COMMISSION **KOMIKINA PONO KĪWILA O HAWAI‘I**

AGENDA

March 24, 2026 at 11:30am Meeting to be Held Remotely via Zoom.

Remote Meeting Link for March 24, 2026 Meeting at 11:30am:

<https://us02web.zoom.us/j/4349599058?pwd=VlpKZDVmZ3MzYit5clJQTE1VekhOdz09&omn=86764840407>

Meeting ID: 434 959 9058

Passcode: dER5Xy

Physical Meeting Location:

Princess Ruth Ke‘elikōlani Building

830 Punchbowl Street, Room 411

No board members will be present.

Upon request, a testifier can be made visible to Board members and other meeting participants using either the remote meeting link above or at the physical meeting location.

Instructions to attend State of Hawaii Virtual Board meetings via Zoom:

<https://labor.hawaii.gov/wp-content/uploads/2025/01/State-of-Hawaii-Virtual-Board-Attendee-Instructions.pdf>

1. Call to Order
2. Approval of minutes of February 3, 2026 and February 10, 2026 Commission Meetings
3. Executive Director’s Report
 - a. Mediation: Hawai‘i Civil Rights Commission’s Mediation Program Year-to-Date Summary
 - b. Data and Production regarding Hawai‘i Civil Rights Commission’s Caseload Data, Comparison by Year, Age of Filed Cases, Year-to-Date Data

- c. Public responses, if any, to HCRC data and production report
4. Chief Counsel's Report
- a. *MARCUS KAWATACHI, as Executive Director of the Hawai'i Civil Rights Commission, on behalf of the Complaint filed by SHANNEL E. DIEDERIKS vs. Ali'i Builders, LLC; Dkt. No. 25-002-E-SH-RET*
 - i. Contested case hearing was held on March 10-12, 2026
 - ii. Hearings Examiner requests a 1-month extension of time for cause to file the proposed decision, under HAR 12-46-51, to June 10, 2026
 - b. *MARCUS KAWATACHI, as Executive Director of the Hawai'i Civil Rights Commission, on behalf of the Complaint filed by FRANK RESURRECCION vs. K'S DRIVE-IN; Dkt. No. 25-003-E-D*
 - i. Contested case hearing will be held on March 31, 2026
 - c. *MARCUS KAWATACHI, as Executive Director of the Hawai'i Civil Rights Commission, on behalf of the Complaint filed by DARIUSH D. TAJBAKSH vs SHELLY EUROCARS, LLC dba BMW OF HAWAII'; Dkt. No. 26-001-E-RA*
 - i. Chief Counsel Yonashiro is recused from advising the Commission in this case, a deputy Attorney General will advise the Commission
 - ii. Contested case hearing set for June 25-26, 2026, assigned to Hearings Examiner Jo-Ann Adams, Esq.
5. 2026 Legislative Session Updates, 2026 Bills relating to civil rights (Senate Bills ("SB") and House Bills ("HB")) (bills of interest that are crossed over, etc.)
- a. **HB2576 HD2:** DOH; Healthcare Facilities; Background Checks; Applicants; Operators; Third-Party Employer. Clarifies and streamlines background check requirements for healthcare facility applicants, operators, and direct patient access workers.
 - i. The Commission has not yet taken a position on this bill. Possible impacts to HRS § 378-2.5, arrest and court record discrimination and DOH exemption under § 378-2.5(d)(18)
 - ii. **Staff recommendation:** Comments only (see board packet for testimony from staff on bill for past hearings)
 - b. **HB1522/SB2727:** Hawai'i Civil Rights Commission; Anti-discrimination; Statute of Limitations. Lengthens the statute of limitations to file a complaint of discrimination with the Hawai'i Civil Rights Commission to one year.
 - c. **SB2438:** Hawai'i Constitutional Civil Rights Protection Act. Establishes a civil cause of action for interference with constitutional and statutory rights through threats, intimidation, or coercion. Authorizes private rights of action. Authorizes actions to be brought by the Attorney General, County Corporation Counsel, or County Attorney.
 - d. **SB2150/HB2367:** Required posting of salary ranges in job listings to clarify definition of covered employee and removes exemption for employers with

under 50 employees (**SB2386**, covering employers with 25 and more employees is also still alive)

- e. **SB2055**: Hawaii Civil Rights Help Line to report civil rights violations, federal law enforcement harms from federal deployments in the State. Requires the Civil Rights Commission to compile an annual report and hold an annual public hearing on data obtained through the helpline. Requires the Civil Rights Commission to compile and submit to the Legislature, and post on its website, a monthly preliminary report on data obtained through the helpline. Appropriates funds to establish an unspecified number of Civil Rights Investigator, Data Analyst, and Program Manager positions within the Civil Rights Commission. Appropriates funds for the Civil Rights Commission to contract with Aloha United Way to implement the 24-hour intake helpline and for website and data development costs.
- f. **HB1878/SB2871/HB1526**: Prohibits discrimination based on: (1) The perception that a person possesses certain characteristics; (2) The perception that a person is associated with a person who possesses, or is perceived to possess, certain characteristics; or (3) The intersection or combination of two or more specified characteristics in relation to a person.
- g. **SB2852/HB1998**: Discrimination in Public Accommodations; Persons with Disabilities; Discriminatory Practices; Places of Public Accommodation. Establishes it as an unlawful discriminatory practice for a place of public accommodation to deny a person with a disability full and equal enjoyment of information related to their services, facilities, privileges, advantages, or accommodations by requiring use of information and communication technology that is not accessible to the person. Discussed more below under agenda item 6 (rulemaking).

6. Rulemaking Discussion

- a. **SB2852/HB1998**: Discrimination in Public Accommodations, digital communications and technology use by public accommodations and access to individuals with disabilities.
- b. See board packet for current draft of SB2852, and proposed draft of bill and proposed administrative rules by Peter Fritz, submitted to the State House Committee on Consumer Protection & Commerce on March 17, 2026.

7. Recruitment for Deputy Executive Director Position

- a. Anticipated timing of recruitment
- b. Clarification of what will be done in open and executive session
 - i. Preparation, Interview process, decision-making, vote
 - ii. In-person vs remote interviews
 - iii. Identification of what might be a privacy interest
- c. Permitted Interaction Group of 2 Commission members, if necessary

- i. To conduct interview preparation to ensure that interview process is fair and consistent for all candidates
 - ii. To narrow down top candidates to be interviewed by full Commission
- 8. Hawai'i Civil Rights Commission (HCRC) General Discussion
 - a. Structure, Function, and Duties of HCRC
 - b. Frequently Asked Questions and Staff Responses
 - c. Public comment
 - i. Written public comment received on human rights and a call for safe states to help people fleeing states that are hostile to transgender rights.
- 9. Announcements
 - a. Next Commission Meeting Dates (April Meeting TBD)

If you need an auxiliary aid/service or other accommodation due to a disability, contact Constance Yonashiro at (808) 586-8642 or constance.m.yonashiro@hawaii.gov. Requests made as early as possible will allow more time to fulfill your request if possible.

Testimony can be submitted via e-mail to DLIR.HCRC.INFOR@hawaii.gov. TESTIMONY in the title, or mailed to Hawai'i Civil Rights Commission, 830 Punchbowl Street, Room 411, Honolulu, HI 96813. Oral testimony will also be accepted.

Board packets, if prepared, will be available pursuant to H.R.S. § 92-7.5 and posted to the HCRC website under commission agendas.

If the remote connection (via Zoom) is lost, the meeting will be recessed for up to thirty (30) minutes to restore communication. If the connection is lost, we will attempt to restart the meeting again with the same link. If the Commission can reestablish audio communication only, the meeting will be reconvened and continue. If the Commission is unable to reconvene the meeting because neither audiovisual communication nor audio communication can be reestablished within thirty minutes, the meeting will be automatically terminated.

If you have trouble entering the meeting, please contact Sandy at (808) 586-8659.