

## CASE STUDIES

### 1. Silvertown Police Department

The Center State Police received a grant for \$1,000,000 from the Office of Justice Programs to improve traffic law enforcement throughout the state. As part of a special state and local government partnership program, the Center State Police gave \$25,000 of the Federal grant to the Silvertown Police Department to purchase computers to monitor traffic stops in downtown Silvertown. The Silvertown Police also recently received a COPS grant directly from the Justice Department to hire two new officers.

The City of Silvertown, whose residents are 75% White, 13% Black, 10% Hispanic, and 2% Asian, is in the midst of a budget crisis. The mayor has asked the chief of police to do what she can to increase revenue from traffic citations. Consequently, the chief has told the officers under her command to step up their enforcement efforts.

Two police officers, Mr. Allen and Ms. Benno, are routinely responsible for car patrol duty in downtown Silvertown. They know that their promotions may depend on how many citations they write. They usually park their patrol car on Main Street across from Juanita's Bar and Grill, a well known local restaurant that serves authentic Mexican and Salvadoran specialties. People come from all around to enjoy the restaurant's well earned reputation for fine food, and the clientele includes many recent immigrants from Latin America.

As diners drive away from the restaurant parking lot, Officers Allen and Benno routinely follow the vehicles down Main Street and stop them before the first traffic light. As a result of this enforcement effort, the Silvertown Police Department increased citations for traffic violations by 100% in the last month.

Consider the following questions based only on the facts contained in this scenario and without reaching a judgment regarding whether a civil rights violation has occurred.

- (a) What Federal civil rights laws, if any, govern this situation? Can you identify a potential civil rights problem?
- (b) What additional information would assist you in determining whether the Silvertown Police Department may be in violation of the law?
- (c) Would your assessment of the situation change if you knew that Officers Allen and Benno both identified themselves as Hispanic and both could speak Spanish?
- (d) Are there any Limited English Proficiency (LEP) issues that the Silvertown Police Department may need to address?
- (e) Does the Center State Police have any responsibilities under these circumstances?

## 2. Greensborough County Sheriff Department

Greensborough County covers a vast territory in the Northern Highlands of Center State. The region includes a few small towns, some light industry, poultry farming, and wilderness. The Greensborough County Sheriff Department has 500 sworn officers; only five are female. In the last month, the Sheriff Department announced a new recruiting cycle to hire 30 officers as part of a COPS program to put more patrol officers on the street.

Ms. Susan Canton, who recently returned to her hometown in Greensborough County after serving a tour of duty in the military, completed and submitted an application to the Sheriff Department. After an initial screening for minimal qualifications, she received an invitation to sit for a standardized written entrance examination. She scored well on the examination, ranking in the top 1% of applicants. She also passed an oral examination and cleared an extensive background investigation.

The final selection criterion was a physical agility test that the Greensborough County Sheriff Department designed. Part of the test included completing a timed obstacle course that included climbing over a six-foot masonry wall. Ms. Canton performed all the tasks in the physical agility test except for scaling the wall. As a result, she failed the physical agility test and the Sheriff Department eliminated her from further consideration for hiring.

Ms. Canton later learned that the Sheriff Department invited 100 candidates to take the physical agility test, 70 men and 30 women. However, 55 of the 70 men passed the physical agility test, whereas only 7 of the 30 women passed the test. After compiling the cumulative scores of each candidate on each of the various tests, the Sheriff Department rank-ordered the candidates and made offers of employment to 30 recruits, 27 men and 3 women.

Without making a decision about whether a civil rights violation has occurred, and limiting your analysis to the facts as provided, please consider the following questions:

- (a) What Federal civil rights laws, if any, govern this situation?
- (b) Can you identify the potential civil rights problem?
- (c) What remedies, if any, can Ms. Canton seek?
- (d) In reviewing Ms. Canton's situation, the head of the Sheriff Department said, "We do not discriminate. No one here wants to eliminate women recruits. In fact, we encourage women to apply. We simply want the best qualified officers." Assume that this statement is true. Does Ms. Canton still have a potential discrimination claim?

### 3. Morestown Prison

Morestown Prison is a state medium security correctional facility that houses 300 male inmates. Five years ago, Morestown Prison received a special grant from the Office of Justice Programs Office of Corrections to build a new wing for substance abuse treatment.

Religious activities are an important part of prison life at Morestown. The state employs a full-time chaplain, who is currently an ordained Presbyterian minister. The job of the chaplain is to ensure that all inmates who request pastoral care receive it in accordance with the policies of the State Department of Corrections. The present inmate population at Morestown consists of 150 Christians of various denominations, 25 adherents of world religions, and 20 Muslims. The rest of the inmates have no religious affiliation.

The Morestown Prison has a chapel for inmate use. The chapel has fixed wooden pews, a large brass cross suspended from the ceiling, and contemporary stained glass windows that depict various scenes from the Christian New Testament. Representatives of various Christian denominations have worked out a schedule for holding religious services in the chapel on a weekly basis. The chaplain has also made the chapel available to Muslim inmates for worship.

The Muslim inmates have refused to meet in the chapel, stating that the space is not suitable for Muslim worship because the pews prevent the inmates from kneeling on the floor as is their custom. In addition, the inmates complained that the Christian images in the chapel offend Muslim sensibilities, especially since Islam prohibits images of God. The chaplain met with the Muslims as a group. He said he sympathized with their concerns, but there was little he could do.

Limiting your analysis to the facts provided, consider the following questions:

- (a) What Federal civil rights laws, if any, govern this situation?
- (b) Can you identify the potential civil rights problem?
- (c) What remedies, if any, can the Muslim inmates seek?

#### 4. Helping Hands House

The governor of Center State, in consultation with the Center State Department of Criminal Justice Planning, appointed a special task force to decide on how best to use Federal financial assistance to address the problem of domestic violence within the State. The population of Center State is 85% White, 10% American Indian, 4% Hispanic and 1% other. Although American Indians reside in cities and towns throughout the state, the greatest numbers are in the rural southwest region, living in or near tribal lands.

After conducting an in depth review of the issue of domestic violence in Center State, the governor's special task force made the following recommendations that the Department of Criminal Justice Planning later adopted: (1) Center State should establish a grant program that fosters the excellent support services that many nonprofit organizations are already providing within the state; (2) all applicants for funding should be state certified social service agencies; (3) applicants that can show that they are able to meet the needs of the greatest number of people will have funding priority; (4) Center State should not fund units of local government that apply directly to the Federal government for financial assistance.

Helping Hands House, located in Indian Country in the state's southwest, is a nonprofit organization, affiliated with the tribal government, that provides temporary shelter to victims of domestic violence. Helping Hands House enjoys an excellent reputation within the state for its programs, and it is the only domestic shelter that provides services to a primarily American Indian population.

Helping Hands House, which is not a state certified agency, applied for a share of the Federal resources administered by the Center State Department of Criminal Justice Planning. However, based on the funding criteria, the Department chose not to make a financial award to Helping Hands House during this funding cycle.

Limiting your analysis to the facts presented, and without deciding whether a civil rights violation has occurred, consider the following questions:

- (a) What Federal civil rights laws, if any, govern this situation?
- (b) Can you identify the potential civil rights problem?
- (c) What remedies, if any, could Helping Hands House or American Indians seek?
- (d) The governor did not appoint any American Indians to the 20-member special task force on domestic violence. Is this a problem?

## 5. Rachel's Tent

Rachel's Tent, a nonprofit organization located in Princeton and incorporated under the laws of Central State, provides temporary, emergency shelter to women who seek a safe haven from domestic abuse. Rachel's Tent receives a significant grant from the Central State Coordinating Council, which distributes funding under the Violence Against Women Act and the Victims of Crime Act.

Victor Tega, a man in his forties, has been living for the last year ten years with his partner, Tom, in a split-level house in a suburb of Princeton. The demographics of Princeton, a town of 180,000, are 65% white (10% of which are an emerging group of Bosnian immigrants), 15% persons of Hispanic nationalities (of which 5% include recent Salvadoran immigrants), 10% Black, 5% various Asian nationalities, 3% Pacific Islanders/Native Hawaiians, 2 % Alaskan Native/American Indian. Victor met Tom twelve years ago, shortly after he immigrated to Central State from El Salvador. From his work at a neighborhood drycleaner, Victor has been earning a steady but modest income. Victor and Tom have adopted two boys, one eight an the other ten and they all live together in Princeton.

In recent months, Victor and Tom's partnership, which was never easy, started to unravel. Tom lost his job, and despite his best efforts, he was having difficulty finding another one. Sometimes, after a discouraging day of job hunting, he would drink heavily and pick on Victor and the boys. On occasion, he would get physical, but usually after becoming sober the next morning, he would do his best to apologize.

When Victor's elderly mother moved in with them, the atmosphere at home deteriorated. Tom resented the attention Victor gave to his mother, a recent immigrant, whose psychological problems demanded a great deal of patience. After a particularly discouraging day, Tom came home drunk just as the family sat down to dinner. When Victor placed on the table his mother's favorite dish, Tom went into a rage. He blamed Victor for his problems, saying that if he treated him only a tenth as well as his mother, he would have found a job by now. When Victor's mother told Tom to sit down and behave, he slapped her. Victor and the boys tried to intervene, but as they attempted to restrain Tom, he pushed them away, slamming each one up against the wall, screaming that he would be better off without them. Scared, Victor, with his mother and sons in tow, ran to a friend's house down the block. When Tom started calling the friend later in the evening, demanding to speak to Victor on the telephone, and threatening to come over unless Victor came home, Victor decided, on the friend's advice and with the friend's assistance, to go to Rachel's Tent.

Margo Blane, the in-take counselor on duty at Rachel's Tent, listened patiently as Victor related the events of the evening partly in Spanish and partly in English. Margo, who did not speak Spanish, thought she understood the gist of what Victor was saying and she spoke English very slowly to Victor and his mother in the hopes that they would understand her. The boys, tall for their ages, were respectful and soft spoken. They attempted to assist their father by interpreting for him and the counselors when Victor became too upset to talk in English. Victor's mother could barely speak English at all, and Margo wondered whether the older woman would benefit from the shelter's peer support group program.

At the time, Rachel's Tent had a number of open beds, but after assessing the situation, Margo turned to Victor and said, "I'm very sorry for what happened to you. You deserve better. Unfortunately, I'm not sure we can help you right now. Our program is not geared to deal with the special needs of you and your family. We cannot accept male residents at this shelter since all families have to live together and there are communal bathrooms. Additionally, your mother speaks no English and I don't think she can participate in the group counseling sessions. There's another shelter in Perryville, which is about an hour-and-a-half from here, that might be able to help. I'd be glad to call them for you. Unfortunately, we're just not equipped to provide transportation."

Victor sighed, "There's no way I can go there. I have to be at work tomorrow morning." Discouraged, but hoping for the best, Victor and his family went home.

Without making a decision about whether a civil rights violation has occurred, and limiting your analysis to the facts as provided, please consider the following questions:

- (a) What Federal civil rights laws, if any, govern this situation?
  
- (b) Can you identify a potential civil rights problem? What additional information would make a difference?
  
- (c) Was Victor denied services?
  
- (d) What remedies, if any, can Victor seek?
  
- (e) What are the rights of Victor's sons and/or mother?
  
- (f) What Limited English Proficiency (LEP) issues does this case present? What are the responsibilities of Rachel's Tent?

## **6. My Sister's Place**

My Sister's Place is a residential shelter providing housing, job training and counseling for a period of 18 months for women and their children who are homeless or who are seeking assistance in leaving abusive situations. My Sister's place is one of a number of shelters in a working class county of Faulker in NorthEast State. The demographics of the county is 60% White, 15% Black, 12% Hispanic and 10% Asian and 3% other. The nearest shelter that offers similar services is 1 ½ hours away in the county of Greenstree.

Sheila is deaf and is living with her long -term boyfriend, Chuck, of six years and has just found out that he is sexually abusing her daughter, Brianna, aged 10. She also has a son, Jake, aged 13 but she does not think he is being abused by Chuck. She is emotionally devastated and her daughter has shut down and has not spoken to her about the abuse. She has just recently learned of the situation while she simultaneously received reports from the children's school that Jake is engaging in self-mutilation. Her daughter, Brianna, has Bi-Polar Disorder and is often hyperactive when she has not had her medication. Brianna also has problems adjusting to new situations and people. The children's grades have slipped in the past year, and Sheila is at her wit's end. The school social worker has suggested counseling and a psychiatric evaluation for both children, and has hinted that if she finds that the home is not suitable for the children or that they are being harmed, she will call Child Welfare authorities. Sheila has only a GED and has depended on Chuck for emotional and financial support for her and her children since the children were very young. She is very afraid and does not know where to turn. She learns about My Sister's Place through a friend while working at her job at Burger King. Sheila's sister Barbara, a hearing person, knows sign language and agrees to give her and the children a ride to the shelter and interpret for her. Barbara tells Sheila she can't stay with her at Barbara's house since she is afraid of Chuck. Barbara has a tumultuous relationship with her own husband and has three little children to care for herself. Sheila and her family arrive at the shelter at 9:00 pm.

Joy Smith is the intake coordinator at the shelter. She listens to Sheila's story and empathizes with her. She explains that she would like to help her, but that the shelter has a policy of not allowing male children above the age of 12 to reside in the shelter. She explains that the shelter is not equipped to handle young adolescent boys and that each family must sleep in the same room and share communal showers. She explains that the other families would feel uncomfortable with a boy her son's age in the shelter. She also notices the marks on Jake's arm, and she suspects that he is mutilating himself. She fears that the program can not help a child with severe psychological problems. She observes Brianna and noticed she is agitated and very active. She feels the placement couldn't possibly work due to Brianna's behavior at the intake. She also tells Sheila, through Barbara, that she will not be able to provide services to Sheila since Barbara is deaf and there would be no way for her to participate in the counseling sessions and job skills sessions which are integral parts of the program at the Shelter. She suggests that Sheila go to Family Shelter, in the town of White Oak, 90 miles from My Sister's Place. Sheila explains that she does not have a car, and that there is no way for her to get there. Joy says, "I am really sorry that we are not set up to help you and your family here at My Sister's Place. I really wish I could help you." For the sake of the children's safety, she suggests that Sheila call the emergency hotline at Child Welfare and request voluntary placement of her children in foster care for at least one or two nights until Sheila





## **7. Greenville State Women's Correctional Facility**

Greenville State Women's Correctional Facility (GSWCF) is the only female correctional institution operated by the Middle State Department of Corrections (MSDOC). It houses 950 women at all custody levels, minimum, medium and maximum. MSDOC receives funding from the Office on Violence Against Women under the Omnibus Crime Control and Safe Streets Act for Domestic Violence Prevention Programs and under the Byrne program for security equipment upgrades in its male maximum security prisons.

Offender Juanita Santos, an inmate for the past five years, is halfway through her ten year sentence. Offender Santos has received letters from her mother, who lives in Mexico, but she has never been allowed to read them. The letters are in Spanish; her mother does not speak or write English. MSDOC has deemed the letters a security risk because correctional officers cannot read them. Offender Santos has frequently received discipline demerits when she became enraged on learning that she would not be allowed to read her mother's letters. Though GSWCF employs five officers who are bilingual in Spanish and English, none screens mail.

Recently, Offender Santos' mother made her first visit to the United States. She plans to stay three months. When she visited GSWCF for the first time, Offender Santos was surprised to learn that her elderly mother is now permanently confined to a wheelchair.

Due to Offender Santos' frequent disciplinary infractions, MSDOC classified her as a medium-security inmate, which means that she may have weekly in-person visitation in the general visiting area but only on a raised platform along with other similarly-classified offenders and their family members. In that way, correctional officers are able to watch the interactions between medium-security offenders and their visitors. Offender Santos would be allowed the same type of visit, but her mother's confinement to a wheelchair precludes the use of the steps leading up to the platform.

When Mrs. Santos arrived at GSWCF in a wheelchair, correctional officers in the visitation room notified the Deputy Warden about the problem Mrs. Santos would have in accessing the visiting area. Once the Deputy Warden learned of the situation, she was sympathetic to the plight of the visiting mother. The modification that the facility could offer was to change the visiting site to the maximum security side of the prison, which is limited to telephone communication through a Plexiglas wall, but the visiting area is all on the same surface, allowing for wheelchair access. Visits in the maximum security area are limited to once per month.

The Deputy Warden attempts to convey this information to the elder Mrs. Santos but finds that Mrs. Santos only speaks Spanish. Mrs. Santos is accompanied on her visit by Offender Santos' seven-year-old daughter, who speaks both English and Spanish. When the Deputy Warden realizes that she cannot communicate with Mrs. Santos, she turns to the girl and asks her if she would be willing to interpret for her grandmother. The child assents and does her best while the Deputy Warden tries to explain why the visitation

arrangements have to be changed

Without making a decision about whether a civil rights violation has occurred and limiting your analysis to the facts as provided, please consider the following questions:

- a) What federal civil rights laws, if any cover this situation?
  
- b) Can you identify one or more potential civil rights violations? What additional information would make a difference?
  
- c) Was Offender Santos denied services? If yes, in what instances?
  
- d) Was Mrs. Santos denied services? If yes, in what circumstances?
  
- e) What are GSWCF's obligations to Offender Santos and Mrs. Santos and to Mrs. Santos' granddaughter? What are MSDOC's obligations?
  
- f) What policies could GSWCF develop to ensure accessibility of its programs?
  
- g) What policies should MSDOC develop?



## **8. Lawrenceville Correctional Facility**

Lawrenceville Correctional Facility (LCA) is one of ten correctional facilities within the Northern State Department of Corrections (NSDOC), and it houses male offenders at a maximum level of custody. The NSDOC receives Department of Justice financial assistance under the Omnibus Crime Control and Safe Streets Act through the Byrne Grant Program and under the Victims of Crime Act. The NSDOC has used the funding to hire additional correctional officers in the women's institutions within the NSDOC system and to start anger management programs for offenders

Offender Jim Sams recently was committed to NSDOC's custody with a sentence of four years for aggravated assault and battery, which occurred when Offender Sams' was intoxicated and involved in a bar fight. He is deaf and has a minimal fluency in lip-reading, having been educated in American Sign Language (ASL). He uses ASL as his primary method of communication. Offender Sams is also a member of group of atheists who deny the existence of any spiritual being or Higher Power.

Upon entry to NSDOC at Centerville Intake Facility (CIF), NSDOC evaluates his background, including his medical and psychological condition and his level of education. He indicates on a written form that he is deaf. The nurse who is assigned the task of conducting the intake physical and who must ask a series of medical questions, asks his supervisor what to do since the new inmate is deaf and does not understand him. The supervisor recommends that the nurse face the inmate when he is speaking to him and to speak slowly. The nurse proceeds to conduct the medical intake and tries his best to communicate with Offender Sams by speaking slowly and looking at him. Offender Sams answers what he thinks is being asked of him and nods and shakes his head to questions. As Offender Sams proceeds through the intake process, he is met by a social worker, an educator and a chaplain. No one who meets with Offender Sams knows ASL, though all diligently and patiently attempt to communicate with him.

Offender Sams is assigned to LCA based on answers to his intake evaluations. There is no other deaf inmate at LCA, though there are a few hearing-impaired inmates who use hearing aids. One correctional officer at LCA, Officer Jones, has a basic proficiency in finger-spelling since he is beginning to learn ASL signs to communicate with his newly diagnosed hearing-impaired two-year-old daughter. Offender Sams' days are spent trying to acclimate himself to his new surroundings. He often receives demerits for missing roll call. When Officer Jones is on duty, he communicates orders to Offender Sams through finger-spelling. Offender Sams attempts to call his family during phone privilege time, but the only TTY available is locked in the warden's office, which is accessible only during work hours when all offenders must be at their designated jobs.

As part of Offender Sams' rehabilitation program, he is required to participate in an alcohol recovery program and the newly developed Victim and Offender Reconciliation classes. When he completes the required programs and half of his sentence, he will be eligible for parole.

Offender Sams attempts to enroll in the Victim and Offender Reconciliation Program run by Second Chance Ministries, which has a contract with LCA to lead the Victim and Offender Reconciliation classes funded by the Victim Restitution grant. Second Chance Ministries, which is affiliated with the Lawrenceville Non-denominational Christian Congregation, comes to LCA to provide social service and religious programs. All offender participants in the Victim and Offender Reconciliation classes must participate in the opening prayer of each class that Second Chance Ministries employees lead. The social worker from Second Chance Ministries did not accept Offender Sams into the class because the victim whom Offender Sams had harmed did not know ASL, so the victim and Offender Sams would not be able to communicate.

Shortly after arriving at LCA, Offender Sams also signed up for an alcohol recovery program. The only one that LCA offered followed the twelve-step model. He went to the first meeting, but he was unable to understand the other members' stories, and he could not participate in the discussion. The moderator of the program recognized the problem that Offender Sams was having, so he gave him a twelve-step workbook that Offender Sams could read on his own. When Offender Sams got to the part in the materials that suggested that recovery was based on handing his addiction over to a Higher Power, he stopped reading. He gave the reading materials back to the twelve-step moderator, and he declined to go to any more meetings.

After twenty-four months at LCA, Offender Sams did not complete either mandatory program.

When Offender Sams received the notice that he would appear before the parole board, he informed a correctional officer that he needed assistance in communicating. The officer told him to speak to the Deputy Warden. Offender Sams wrote to the Deputy Warden, who wrote back that he could communicate with the parole board through written notes and that if Officer Jones was on duty, he could interpret for him. On the day of the parole hearing, Offender Sams sat before the parole board and attempted to understand what was being asked. Officer Jones happened to be on duty that day, and he attempted to finger-spell the conversation between the Board and Offender Sams. After understanding very little of what transpired, Offender Sams was disappointed to see the "Parole Denied" stamp placed on his paperwork.

Without making a decision about whether a civil rights violation has occurred, and limiting your analysis to the facts as provided, please consider the following questions:

- f) What federal civil rights laws, if any cover this situation?
- g) Can you identify one or more potential civil rights violations? What additional information would make a difference?
- h) Was Offender Sams denied services? If yes, in what instance(s)?

- i) What obligations, if any, did LCA have in regard to communicating with Offender Sams?
- j) Has LCA fulfilled its legal obligations under federal law?
- k) What obligations, if any did Second Chance Ministries have to provide services to Offender Sams?
- l) Did Second Chance Ministries fulfill its legal obligations under federal law?
- m) What obligation did LCA have, if any, relative to the services provided by Second Chance Ministries?
- n) What obligations did the NSDOC have, to Offender Sams, if any, relative to the services provided by the LCA and Second Chance Ministries?
- o) How would your answers change if Offender Sams were not deaf but instead spoke Spanish and was Limited English Proficient?

## **9. People with a Mission**

The Center State Department of Finance and Administration (DFA) is the principal state administering agency for most of the criminal justice programs funded by the Department of Justice in Center State. DFA is currently reviewing applications from local governments and nonprofit organizations for funding for the next fiscal year. After reviewing application materials submitted by People with a Mission, a faith-based organization that DFA funded in the last grant cycle, Ken Baker, a member of DFA's program staff who had previously worked with People with a Mission, sent the following report to his supervisor, Nancy Blane:

People with a Mission of Princeton, Center State, provides a range of social services to young people. In FY 2009, People with a Mission received funding under the Juvenile Justice and Delinquency Prevention Act and the Victims of Crime Act to operate a special after-school program for teenage victims of gang violence. People With a Mission also received funding under the Violence Against Women Act in order to help prevent teen-dating violence. In hiring a coordinator for the after-school program, The Rev. Maurice Johnson, the founder and chairperson of the board of trustees of People with a Mission, wanted someone who shared his values. The Rev. Johnson approached Sue Williams, a student in the pastoral studies course he teaches at a nearby seminary, and asked her to apply for the job. She submitted her application and was hired.

The after-school program takes place every Wednesday afternoon in a meeting room of Princeton Assembly, an old well-established house of worship in the heart of the city where The Rev. Johnson is also the pastor. Much of the curriculum for the program comes from a proto-type the seminary developed on values education. The participant workbook includes references to the Bible as a source of ethical teaching. The focus of the program is on developing self-confidence by clarifying for oneself a practical code of ethics and learning to respect differences in others. The program also functions as a peer support group. Serving as a facilitator, Sue offers each participant the opportunity to speak about the experience of being a victim of gang violence. The others learn to listen and respond respectfully. On occasion, Sue has invited participants to bring parents, guardians, or other family members to these sessions.

Based on my review, People with a Mission's after-school program appears to be quite successful, meeting all of the program goals DFA set. In addition, People with a Mission has been extremely conscientious in filing all financial reports and other paperwork related to the grant programs.

However, I recently received a call from a guidance counselor at Princeton High School who raised some concerns. Apparently, Princeton Assembly has a long established custom of holding a community supper every Wednesday evening, usually preceded by a short devotional service in the sanctuary at which the pastor or member on the staff preaches. The guidance counselor said that at the end of each session of the after-school program, The Rev. Johnson comes by to invite the young people to stay for the devotional service and meal. She said that based on reports from students she knew in the program, a few would stay, but most would leave.

The guidance counselor said she had referred Bart Benet, a first year student at Princeton

High School, to People with a Mission. Bart's family immigrated from the West Indies in the last year, and the counselor was concerned about his transition into high school life, especially after she learned that he had been targeted by a neighborhood gang for refusing to join. After going to his first session of Sue's after-school group, Bart went back to the guidance counselor the next morning and reportedly said, "I just didn't feel comfortable. There were crosses everywhere. They were talking about Jesus, saying how much faith saves you, and then I felt pressured to go to church."

Also, on reviewing the paperwork for People with a Mission, I noticed that there was no form on file from the IRS recognizing its 501(c)(3) tax status. We need to clear this up immediately; otherwise, I am afraid we may not be in compliance with federal law.

On receiving this report, Nancy Blane decided that she would recommend to the state oversight board that DFA not continue to fund People with a Mission, noting that there were plenty of other organizations that could provide the same services.

Without making a decision about whether a civil rights violation has occurred, and limiting your analysis to the facts as provided, please consider the following questions:

(a) What federal civil rights laws, if any, govern this situation?

(b) Can you identify one or more potential civil rights problems?

What additional information would make a difference?

(c) Was Bart denied services?

(d) What remedies, if any, could Bart seek?

(e) Was People with a Mission treated inequitably? If so, what remedies could it seek?

(f) What recommendations would you make to DFA?

(g) On receiving the guidance counselor's call, what was the responsibility of Ken Baker, the program manager?

Nancy Blane, his supervisor?

DFA?

(h) To receive federal assistance, does People with a Mission have to file with the IRS as a 501(c)(3) organization?