

EXECUTIVE CABINET
Kentucky Commission on Human Rights
(Amended at ARRS Committee)

104 KAR 1:010. Posting, distribution and availability of notices and pamphlets.

RELATES TO: KRS 344.010, 344.030, 344.130, 344.190, 344.367

STATUTORY AUTHORITY: KRS ~~134.100,~~ 344.190(14)

CERTIFICATION STATEMENT:

NECESSITY, FUNCTION, AND CONFORMITY: *KRS 344.190(14) requires the Kentucky Commission on Human Rights to promulgate administrative regulations to effect the purposes of KRS Chapter 344, including requiring the posting of notices prepared or approved by the commission.* This administrative regulation *establishes* ~~*is necessary to establish*~~ requirements for persons defined in KRS 344.010, 344.030, 344.130, and 344.367, to post, distribute, and make available notices and pamphlets.

Section 1. Equal Employment Opportunity Notices.

- (1) An employer, employment agency, licensing agency, and labor organization, shall post and maintain at its establishment equal employment opportunity notices such as the Equal Employment Opportunity Poster.
- (2) Equal employment opportunity notices shall be posted and shall be readily apparent to an employee and applicant for employment. They shall be posted:
 - (a) In easily-accessible and well-lighted places; and
 - (b) At or near each location where the employee's services are performed.
- (3) A Labor organization shall post "equal employment opportunity" notices in easily-accessible and well-lighted places. The notices shall be readily apparent to member and an applicant for membership.

Section 2. Public Accommodations Welcome Notice.

- (1) An owner, lessee, proprietor, or manager of a place of public accommodation, resort, or amusement, shall post and maintain at a place of public accommodation, resort, or amusement welcome notices such as the Public Accommodations Poster.
- (2) Public accommodation welcome notices shall be posted where they may be readily observed by those seeking or granting any of the accommodations, advantages, facilities, or privileges of places of public accommodations, resort, or amusement.

Section 3. Equal Housing Opportunity Notices.

- (1) A person or business entity engaged in a real estate or real estate-related transaction shall post and maintain at each location where services are regularly performed, the equal housing opportunity notices such as the Fair Housing Poster.
- (2) Equal housing opportunity notices shall be posted at each location where services are regularly performed, in an easily-accessible and well-lighted place. The notice shall be readily apparent to a person seeking services.

Section 4. Fair Housing Law Brochure ~~[Pamphlets]~~. A person or entity engaged in real estate or real estate-related transactions shall provide to owners and customers at the time of sale, purchase, rental, insuring, or financing of real property, a copy of the Fair Housing Brochure. ~~[pamphlet "What Kentucky's Fair Housing Law Means".]~~

Section 5. Incorporation by Reference. ~~[Material Incorporated by Reference.]~~

- (1) The following material is incorporated by reference:
 - (a) "Equal Employment Opportunity Poster", January 2024 ~~[Notice", February, 1993]~~;
 - (b) "Public Accommodations Poster", January 2024 ~~[Welcome Notice", February, 1993]~~;

(c) "Fair Housing Poster", January 2024~~["Equal Housing Opportunity Notice" February, 1993];~~ and

(d) "Fair Housing Brochure" , January 2024 [~~Pamphlet: "What Kentucky's Fair Housing Law Means", February, 1993].~~

(2) This material may be inspected, copied, or obtained, ~~[:]~~ subject to applicable copyright law,

~~[(a)]~~ at ~~[(At)]~~ the Office of the Kentucky Commission on Human Rights, 312 Whittington Parkway, Suite 020~~["The Heyburn Building, Suite 700,]/332 West Broadway, Suite 1400/~~, Louisville, Kentucky 40222~~40202/~~, Monday through Friday, 8:00 a.m. to 4:30 p.m.; or from the Kentucky Commission on Human Rights Web site at <https://kchr.ky.gov/Resources/Pages/Brochures-and-Posters.aspx>.~~[or]~~

~~[(b)]~~ [By calling:]

~~[1.]~~ [(502) 595-4024;]

~~[2.]~~ [(800) 292-5566;]

~~[3.]~~ [(502) 595-4084 (TDD), for the hearing impaired;]

~~[4.]~~ [Kentucky Relay Service (800) 648-6056 (TTY/TDD).]

(HR-1; 1 Ky.R. 234; eff. 1-8-75; Am. 7 Ky.R. 222; eff. 10-1-80; 18 Ky.R. 2862; 3178; eff. 4-14-92; 19 Ky.R. 2077; 2388; eff. 5-10-93; Cert eff. 1-29-2020; 50 Ky.R. 78; 51 Ky.R.37; eff. 10-1-2024.)

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