

# Des Moines Human Rights Commission

IT IS OUR MISSION  
TO ADVANCE  
JUSTICE AND EQUALITY  
FOR ALL PEOPLE IN  
DES MOINES



## EMPLOYMENT DISCRIMINATION

**Employment discrimination** occurs when an employee or future employee is not treated fairly, or not given the same opportunities as other employees, including:

- Hiring and Firing
- Discipline, Harassment
- Transfer, Promotion, Layoff, or Recall
- Job Advertisements
- Recruitment
- Testing
- Use of Company Facilities
- Training and Apprenticeship Programs
- Fringe Benefits
- Pay, Retirement, Disability Leave

It is illegal for an *Employer, Labor Organization, Employee, Agent, or Employment Agency* to discriminate based on a person's: Age, Race, Creed, Color, Sex, Religion, Sexual Orientation, National Origin, Ancestry, Physical or Mental Disability

**Remember**, you are protected against retaliation. Your employer can not discharge, expel, harass, or otherwise discriminate against you, if you decide to file a complaint, or testify against them.

602 Robert D. Ray Drive  
Des Moines, Iowa 50309  
Phone: 515-283-4284 (Voice)  
515-283-4081 (TDD)

Website: [www.dmgov.org](http://www.dmgov.org)



# DES MOINES HUMAN RIGHTS COMMISSION

*We're here to help you.....*

*Our service is*

**FREE**

### *What can the Commission do for you?*

- **Filing:** The Commission will assist you in the preparation and filing of a complaint. The complaint must be filed within **300** days of the most recent discriminatory incident.
- **Mediation:** The Commission will attempt to resolve your complaint before investigation, if both parties agree to mediation.
- **Investigation:** If mediation fails, the Commission will conduct an impartial investigation.
- **Conciliation:** If the Commission finds that you were the victim of illegal discrimination, it will attempt to negotiate a settlement and obtain a remedy for you.
- **Litigation:** If an appropriate remedy cannot be obtained, the Commission may proceed to a public hearing or assist you in taking the matter to court.

**If you feel you have experienced discrimination  
or would like more information  
about your rights, please contact the**

### **DES MOINES HUMAN RIGHTS COMMISSION**

Argonne Armory Building  
602 Robert D. Ray Drive  
Des Moines, IA 50309-1881  
**PHONE:** (515) 283-4284  
(515) 283-4081 (TDD)  
**EMAIL:** [RUSimms@dmgov.org](mailto:RUSimms@dmgov.org)  
**WEBSITE:** [www.dmgov.org](http://www.dmgov.org)

We Educate, Receive, Investigate, and Resolve  
discrimination complaints in the areas of:  
**Employment, Public Accommodations,  
Municipal Practices, and Housing**