

Des Moines Human Rights Commission

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

Please contact the
Des Moines Human Rights Commission
if you have been a victim of illegal discrimination in any
of the following areas based on:
**Age, Race, Creed, Color, Sex, Sexual Orientation,
National Origin, Ancestry, Religion, Family
Status, Physical or Mental Disability**

- **Employment:** A difference in treatment on the job, including hiring, firing, discipline, or harassment.
- **Housing:** A difference in treatment in the sale, rental, or financing of a dwelling and in other housing related transactions.
- **Public Accommodation:** A difference in treatment at any place such as a store, medical office, restaurant, hotel, or school, which offers goods or services to the general public.
- **Municipal Practices:** It is illegal for any city employee, agent, official, or representative to refuse or deny to any person the services, advantages, facilities or privileges offered by the City of Des Moines.

We Educate, Receive, Investigate, and Resolve
discrimination complaints.



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.

Do you need to have PROOF of discrimination?

- ◇ If you think you have been discriminated against, please call the Des Moines Human Rights Commission. After a full, impartial investigation, commission staff will make that determination.

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