

# Des Moines Human Rights Commission

**We're here to help you, &  
All of our services are FREE!**

## what can the Commission do for you?

**Filing:** The Commission will assist you in the preparation and filing of a complain. The complaint must be filed within 300 days of the most recent discriminatory incident.

**Mediation:** The Commission will attempt to resolve your complaint before the investigation, if both parties agree to mediation.

**Investigation:** If mediation fails, the Commission will conduct an impartial investigation.

**Conciliation:** If the Commission finds 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 proof to discrimination to contact us?

**No. If you think you've been discriminated against,** please call the Des Moines Human Rights Commission. After a full, impartial investigation, Commission staff will make a determination.

Des Moines Human Rights Commission  
Argonne Armory Building, First Floor  
602 Robert D. Ray Drive  
Des Moines, Iowa 50309

Phone: (515) 283-4284  
(515) 283-4081 (TDD)

Email: [RUSimms@dmgov.org](mailto:RUSimms@dmgov.org)

Website: <http://www.ci.des-moines.ia.us/departments/hrt>



# Des Moines Human Rights Commission

it is our mission  
to advance  
justice and equality  
for all people  
in des moines.

Members of the LGBT community are protected from discrimination by City and State Laws.

In the City of Des Moines, discrimination in employment, housing, public accommodation, and municipal practices based on sexual orientation is illegal.

The State of Iowa prohibits discrimination based on both gender identity and sexual orientation in employment, housing, public accommodation, education and credit.

## some examples of prohibited discrimination:

Different standards in Employment practices, such as

- recruitment and hiring,
- job assignments,
- pay,
- promotion,
- harassment.

Differential treatment in Housing by:

- refusing to rent or sell property,
- refusing to make repairs or delaying repairs,
- saying housing is unavailable when it actually is available,
- harassment.

Differential treatment in Municipal Practices or Public Accommodations by:

- denying accommodations, advantages, facilities, services or privileges;
- directly or indirectly advertising that the patronage of persons of any particular sexual orientation or gender identity are unwelcome, objectionable, not acceptable or not solicited.



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