

Des Moines Human Rights Commission

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

DISCRIMINATION IN MUNICIPAL PRACTICES



It is illegal.....for the *City of Des Moines* or any *Employee, Official, Agent or Representative of the city* to: Refuse, Deny, Separate, Segregate, or make a Distinction to any person, the services, advantages, facilities, or privileges offered by the city of Des Moines on the basis of:

- Age
- Race
- Religion,
- Creed
- Color
- Sex,
- Sexual Orientation
- Ancestry
- National Origin,
- Physical or Mental Disability

Also.....

Accommodations: The City of Des Moines must make reasonable accommodations in rules, policies, practices, or services, when the accommodations are necessary to afford a person with a disability equal opportunity to use and enjoy a dwelling.

City Contracts and Urban Renewal Projects:

Non-discrimination clauses shall be included in all *leases, contracts, and urban renewal projects* which the city proposes to enter into. There shall also be a provision obligating the contractor not to commit any of the illegal discriminatory employment practices.

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

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Des Moines, IA 50309-1881

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