



Discrimination is Against the Law!

Know Your Rights

- Employment
- Housing
- Public Accommodation
- Municipal Practices



Discrimination is Against the Law!

The Des Moines Civil and Human Rights Commission is a city government department that enforces illegal discrimination laws in the City of Des Moines.

If you think you, or someone you know, has been discriminated against in the city of Des Moines, you should contact the Commission.

The Commission will investigate your complaint for free to determine if the law was violated. If there is a violation, the Commission can help get legal remedies to which you may be entitled. If it is necessary, the Commission may hold a hearing or take discrimination cases to court.

Discrimination can be subtle. Often people may suspect that they have been discriminated against, but they are not sure they can prove it. Contact the Commission if you suspect you have been discriminated against.

We are here to help.

Contact us today for free and confidential assistance.
515-283-4284



If you feel you have been discriminated against, please contact us.

How to Contact the Commission

Monday through Friday 8:00 a.m. to 5:00 p.m.

Phone: (515) 283-4284

Fax: (515) 237-1408

Email: HumanRights@dmgov.org

Web: www.HumanRightsDSM.org

 [DSMCivilHumanRights](https://www.facebook.com/DSMCivilHumanRights)

 [@YourRightsDSM](https://twitter.com/YourRightsDSM)

#KnowYourRightsDSM

Des Moines Civil & Human Rights

602 Robert D. Ray Drive
Armory Building
Des Moines, Iowa 50309

Visitors are received by appointment or as walk-ins.





What Is Discrimination?

Employment - A difference in treatment on the job, including hiring, firing, or discipline because of one's race, age, religion, creed, color, sex, sexual orientation, gender identity, national origin, ancestry or disability. Sexual harassment is also prohibited under the law.

Housing - A difference of treatment in the conditions of housing because of one's protected class status. The Human Rights Ordinance makes it illegal for anyone to refuse to rent, sell, or make housing loans to you because of your race, religion, creed, color, sex, sexual orientation, gender identity, national original, ancestry, disability or familial status.

Public Accommodation - A difference in treatment because of one's race, religion, creed, color, sex, sexual orientation, gender identity, national origin, ancestry or disability. A public accommodation is any place which offers goods or services to the general public, such as a store, restaurant, hotel, or school.

Municipal Practices - It is also illegal for any City of Des Moines employee or law enforcement official to discriminate against you in any city program or service based on one's age, race, religion, creed, color, sex, sexual orientation, gender identity, national origin, ancestry or disability.

What can the Des Moines Civil & Human Rights 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.

Conciliation:

After you file a formal complaint with the commission, the commission will attempt to negotiate a settlement and obtain a remedy for you throughout the investigative process.

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.

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.

Retaliation against someone for filing a complaint with the Commission is against the law.

What Should You Do if You Experience Discrimination?

Contact the Des Moines Civil & Human Rights Commission to file a complaint.

Act Quickly

- If you wait too long you may not be able to file a complaint (300 days to file).
- The longer you wait the harder it is to prove your case. Over time, witnesses may forget important details and essential documents may be lost.

Document Your Situation & Keep Records

- Keep detailed notes about every negative action taken against you. Write down exactly what was said and done, the dates, times and people involved.
- A complete list of the names, addresses and phone numbers of witnesses who can support your case if you file a discrimination complaint.
- Make video or audio recordings of the negative actions. Under Iowa law, you do not need a person's consent to record a conversation if you are a party to the conversation.
- Keep all documents related to your situation. These may include letters exchanged, email and voicemail messages, lease agreements and employment actions.