

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



DES MOINES HUMAN RIGHTS COMMISSION

We're here to help
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**

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