

Protected Classes

The alleged discriminatory or unfair treatment must be based on one (or more) of the following:

- ◆ Age: 18+ (Parents/guardians may file on behalf of their minor children)
- ◆ Association with a person of a protected class
- ◆ Color
- ◆ Creed
- ◆ Familial Status: includes the presence of a child under 18 in the household
- ◆ Gender Identity
- ◆ Marital Status
- ◆ Mental Disability
- ◆ National Origin
- ◆ Physical Disability
- ◆ Race
- ◆ Religion
- ◆ Retaliation: For participation in a protected activity (i.e., filing a complaint)
- ◆ Sex (Gender)
- ◆ Sexual Orientation: Real or Perceived
- ◆ Lawful Source of Income



What Should I Do if I Experience Discrimination?

Contact the Marion Civil Rights Commission to File a Complaint.

Act Quickly

- ◆ If you wait too long, you may not be able to file a complaint. (See "Important to Remember")
- ◆ 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 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 can also support your case if you file a discrimination complaint.

Keep Records

- ◆ Keep all documents related to your situation. These may include letters exchanged, email and voice mail messages, lease agreements, and employment notices.
- ◆ Without your full cooperation, your discrimination complaint may be hard to prove.
- ◆ Keep in mind, as the person filing the complaint, the burden of proof is on you.

KNOW YOUR RIGHTS

*What to Do If You
Experience Discrimination*



*The Marion Civil Rights Commission
shares staffing with Cedar Rapids:*

**50 2nd Avenue Bridge, 7th Floor
Cedar Rapids, Iowa 52401
Phone: (319) 286-5036
civilrights@cedar-rapids.org**

cityofmarion.org/CivilRights

What We Do

The Marion Civil Rights Commission is a resource if you feel you have been discriminated against in the area of housing, employment, public accommodation, education or credit.

If you feel you were treated differently based on your protected class, contact the Marion Civil Rights Commission.

Areas of Coverage

The discrimination must have occurred in one of the following areas:

Housing

- ◆ Refuse to rent, sell, or negotiate to rent or sell.
- ◆ Discriminate in the terms or conditions of a rental or sale.
- ◆ Refuse reasonable accommodations for persons with a disability.
- ◆ Make, print or publish any notice, statement or advertisement that indicates any preference, limitation or discrimination.
- ◆ Indicate a housing unit is not available for inspection, sale, or rental when it actually is available.
- ◆ Fail to construct new multi-family unit in accordance with accessibility requirements.

- ◆ *Example: I applied to rent a house and noted that I have two children under 18. The owner said the unit was no longer available, but when my friend called and told them he didn't have kids they said the property was still available.*

Employment

It shall be an unfair or discriminatory practice for any person to refuse to:

- ◆ Hire, accept, register, classify, or refer for employment, to discharge any employee, or to otherwise discriminate in employment against any applicant.
- ◆ Admit, expel or otherwise discriminate against due to membership in a labor organization.
- ◆ Advertise/publicize an individual's characteristics.
- ◆ *Example: I believe I was fired because of my age. Younger co-workers with less experience and worse performance were not terminated.*

Public Accommodation

- ◆ Refuse to provide services: dispositions, financial aid or benefits (includes providing them in a different manner than the general public).
- ◆ Subjecting individuals to segregation.
- ◆ Determining admission, membership or eligibility.
- ◆ *Example: I utilize a wheelchair and there is no accessible entry available at a restaurant.*

Education

- ◆ Includes all grade levels and their governing bodies. Includes the denial of benefits and discrimination in any academic, extracurricular activities, research, training or activities.
- ◆ Denial of opportunities in intramural and interscholastic athletic programs.

- ◆ *Example: I have a child who has a disability that affects his reading comprehension. I requested a reasonable accommodation to have more test time and it was denied.*

Credit

- ◆ Entering into credit transactions.
- ◆ Terms and conditions: finance charges (higher interest rates than general public).
- ◆ Offering of credit insurance (includes life, health and accident).
- ◆ *Example: My co-worker and I applied for a similar loan and have similar qualifications. She is White and I am African American. She received a lower rate for her loan than me.*

Important to Remember

- ◆ An incident must have occurred:
 - In the City of Marion.
 - In the past **300 days** for education, employment, credit, or public accommodation.
 - In the past **one year** for housing.
- ◆ We do not advocate on behalf of either party or provide any legal advice.
- ◆ The Commission does not investigate complaints against the City of Marion.

