

# Equal Employment Opportunity is the **LAW**

## What Does Equal Employment Opportunity Mean?

It guarantees the right of all persons to apply and be considered for job opportunities on the basis of the person's ability to do the job. While employed, you should not be treated unfairly because of any of the protected characteristics.

## What Does the Law Cover?

Chapter 216 of the *Code of Iowa*, as amended, (The Iowa Civil Rights Act), prohibits discrimination in employment because of a person's:

Race	Age (18 and older)
Creed	National Origin
Color	Gender Identity
Sex	Sexual Orientation
	Disability
	Religion

## To Whom Does the Law Apply?

- Persons who apply for employment with, or employees of, private employers, state and local governments, and public and private educational institutions.
- Employment agencies, labor unions, contractors, and sub-contractors, and apprenticeship programs.

## What Other Resources Are Available to Help with a Discrimination Problem?

You may also contact the local human rights, civil rights or human relations agency in your area, or the U.S. Equal Employment Opportunity Commission (EEOC), a federal agency. The EEOC District Office is located at:

310 West Wisconsin Ave., Suite 800  
Milwaukee, WI 53203-2292  
414-297-1111

EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin; the Age Discrimination in Employment Act (ADEA) which protects persons age 40 or older, and the Americans with Disabilities Act (ADA).

## What Action Will an Agency Take?

The agency's professional staff will provide you with information on your rights and will assist you in taking the necessary steps to get your complaint legally filed. The staff will then take appropriate action in handling the complaint. There is no charge to file a complaint.

## What Should I Do If I Believe I've Been Discriminated Against?

**You should immediately contact:**

**Iowa Civil Rights Commission**  
400 E. 14<sup>th</sup> Street, Grimes Building  
Des Moines, Iowa 50319  
515-281-4121, 1-800-457-4416  
515-242-5840 (FAX)

<http://www.state.ia.us/government/crc>

You may contact the Commission by telephone or mail for information, or assistance in filing a complaint. The Commission's office hours are 8:00 a.m. to 4:30 p.m., Monday through Friday. You may leave a message at 515-281-4121 after hours for a return call.

**Your complaint must be filed within 180 days of the discriminatory act (300 days as of July 1, 2008).**

**“Our liberties we prize and our rights we will maintain.”**