

Some Examples of Discriminatory Treatment

- A landlord tells you a unit is no longer available when they see you are not white.
- You are unable to rent an apartment in a building because you have children.
- An employer asks questions of female applicants which are not asked of males.
- You are discharged from employment in retaliation for complaining about a discriminatory company practice.
- When you begin to look pregnant, you are told to move out of your apartment.
- You are denied seating in a restaurant which has available space because of your race.
- A hotel owner refuses to provide a double bedroom to two men.
- An employer decides not to offer you a job due to your disability even though you are the most qualified candidate.
- A bank refuses you a loan because of your religion.

Indiana Civil Rights Commission

The Indiana Civil Right Commission (ICRC) enforces the civil rights laws of the State of Indiana. The ICRC investigates complaints of discrimination and educates organizations, companies, landlords, associations and individuals on their rights and responsibilities under Indiana Civil Rights Laws.

The ICRC meets once a month at:

Indiana Government Center North
100 North Senate Avenue, Room N300
Large Conference Room
Indianapolis, IN 46204

If you feel you have been the victim of discrimination call **1 (800) 628-2909** or visit their website at www.in.gov/icrc to file a complaint form electronically.

ICRC meeting time and dates are also available on their website.

The City of Lafayette Human Relations Commission **can not** investigate complaints made against the City of Lafayette and its department. These complaints can be filed with the Indiana Civil Rights Commission.

Human Relations Commission



HUMAN RELATIONS COMMISSION



PURPOSE

The City of Lafayette's Human Relations Commission (HRC) was created in 1968.

Its purposes are:

- To end prejudice, intolerance, bigotry and discrimination in the City of Lafayette.
- To encourage respect and understanding of all individuals and groups.
- To investigate complaints of discrimination in the City of Lafayette based on race, sex, religion, color, handicap, familial status, national origin, sexual orientation or gender identity.

In the areas of:

- Employment
- Access to public accommodations
- Purchase or rental of housing

The City of Lafayette HRC defines discrimination as any difference in the treatment of a person including exclusion or segregation because of race, sex, religion, color, sexual orientation, handicap, familial status, national origin, gender identity, age or veteran status.

MEETINGS

The Human Relations Commission holds regular meetings quarterly.

The meetings are held at a handicap accessible location and are open to the public. Contact the City of Lafayette's Human Resources Department to confirm the time and meeting place.

MEMBERS

The commission consists of nine (9) citizens appointed by the Mayor. All members are non-paid volunteers.

WHAT SHOULD I DO?

If you think you have been discriminated against, file a complaint with the *Lafayette Human Relations Commission* **no later than 90 days** after the act of discrimination occurred.

Complaints of discrimination may also be filed with certain agencies of the State and Federal government or suits may be filed in court in some cases. Consult with your own attorney for further information.

FILING A COMPLAINT

Complaint forms can be found on the Commission's webpage:

lafayette.in.gov/611/Human-Relations-Commission

Paper forms can be printed off and mailed/emailed to the HRC, or you can submit a complaint using the online form.

Forms are available in both English and Spanish.

Please contact the City of Lafayette for any questions or concerns about the complaint process:

Phone: (765) 807-1090

Email: hrhelpdesk@lafayette.in.gov

RESOURCES

Additional information, including a list of locations where you can find brochures & obtain complaint forms, is available on the Commission's webpage:

lafayette.in.gov/611/Human-Relations-Commission