

Credit

(Bank, credit union, saving, investment, or lending institution)

It is unfair or discriminatory practice for any financial institution to refuse to enter into transactions, extend credit, or loans or to offer different terms or conditions to customers because of their national origin.

Some Signs or Examples:

- Being refused a loan for reasons other than valid, standard business practices.
- Being charged a different interest rate or fee than others of another national origin.
- Being denied the opportunity to purchase credit, life, or health and accident insurance.

Education

(nursery, elementary, secondary, undergraduate, post graduate, education agency or governing board)

It is unfair or discriminatory practice to exclude a person or persons from participation in any academic, extracurricular, research, occupational training, or athletic programs because of their national origin.

Some Signs or Examples:

- Being refused entrance in an academic program, when others of a similar standing yet a different national origin are admitted.
- Being disciplined or graded differently than others of a different national origin.
- Ethnic slurs or harassment by teachers, staff or other students is not permitted.

Contact the Commission on Human Rights if:

You live or work in Waterloo and have been the victim of discrimination

You are an employer and you are uncertain about an employment law or the legality of certain policies or practices.

You are a realtor or landlord and you are unsure about fair housing laws.

You want assistance in mediating a neighborhood issue.

You want additional information regarding educational programs designed to eliminate prejudice and discrimination.

You would like a speaker to address your civic group or organization.

THE INFORMATION IN THIS BROCHURE SHOULD NOT BE CONSTRUED AS LEGAL ADVICE OR EXHAUSTIVE COVERAGE OF THIS TOPIC.

Contact Us:

620 Mulberry Street
Waterloo, IA 50703
Phone: 319.291.4441
Fax: 319.291.4295

Web Page: www.ci.waterloo.ia.us

National Origin
Discrimination

ETHNIC

discrimination

fairness

liability

responsibility

harassment

victim

**EQUAL
TREATMENT**

equal opportunity

City of Waterloo

Commission on Human Rights

“Building Unity—Developing Understanding”

What is National Origin?

An individual's, or his or her ancestors', place of origin, and/or having the physical, cultural, or linguistic characteristics of an ethnic group.

Citizenship is not a requirement for protection under civil rights laws.

Housing

(renting, purchasing, insuring, securing a loan, advertising)

All people have equal opportunity to be considered for rental units, purchase of property, housing loans, and housing insurance. A person cannot be denied access to or membership in a facility or service related to the sale or rental of housing because of their national origin.

Credit background checks and requests for references are allowed provided they are required of everyone.

Some Signs or Examples:

- Rent or deposit is markedly higher than what other tenants are paying.
- Only being shown property by a rental or real estate agent in a certain section of town.
- Being told a unit has just been rented but is available to others of a different national origin.

Employment

(Businesses, labor organizations, employment agencies or agents thereof)

An employer commits unlawful discrimination if national origin plays a role in decisions to hire, fire, promote or discipline.

The use of ethnic slang in the workplace may support claims of discrimination.

The law prohibits discrimination against individuals because of their particular ethnic association.

A rule requiring employees to speak only English at all times on the job may violate Title VII, unless an employer shows it is necessary for conducting business.

Some Signs or Examples:

- Being turned down for a position or promotion that was in turn given to a less qualified applicant of a different national origin.
- Being disciplined for a work violation that others of a different national origin are not.
- Being denied employment opportunities because you are involved in a relationship with someone of a different national origin.
- A hostile work environment may occur if ethnic slurs and actions are permitted.

Public Accommodation

(hotels, restaurants, bars, stores, buses, social services, state and local government, etc.)

Public accommodation is defined as each and every place, establishment, or facility of whatever kind, nature or class that caters or offers services, facilities, or goods to the general public for a fee or charge. No one can be refused public accommodation based on his or her national origin.

Public accommodation does not mean bona fide private club or place unless they offer services, facilities, goods, etc. to the public.

Some Signs or Examples:

- Denial of opportunity to rent a vehicle for reasons other than valid, standard business practices.
- Denial of a service at a restaurant or tavern for reasons other than valid, standard business practices.
- Denial of hotel/motel accommodations for reasons other than valid, standard business practices.

equal opportunity