

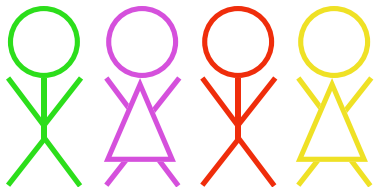


THE WATERLOO COMMISSION ON HUMAN RIGHTS MISSION

The Waterloo Commission on Human Rights is an administrative law enforcement agency that strives to ensure freedom from discrimination for Waterloo citizens.

The Commission enforces the City of Waterloo Ordinance and is authorized to investigate, mediate, conciliate, and conduct hearings on complaints alleging discrimination and to work with the City Attorney to prosecute cases where discrimination has occurred.

The Commission strives to protect and promote the personal dignity of all Waterloo citizens.



Welcome to
Waterloo—
Where the WCHR
Protects You!



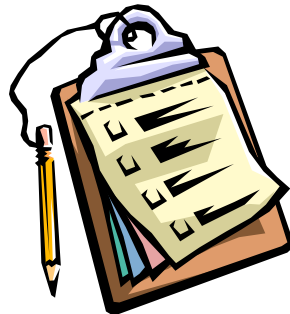
FILING A COMPLAINT

If you have been discriminated against contact someone immediately! You only have 180 days from the time of the incident to file a complaint!

You should file with the Waterloo Commission on Human Rights if the incident happened within the City of Waterloo.

If you are filing a complaint in the area of employment the company must have more than 4 full-time employees.

Complaints are automatically cross-filed with the Iowa Civil Rights Commission and the Equal Employment Opportunity Commission.



THE WATERLOO COMMISSION ON HUMAN RIGHTS

*“Building Unity—
Developing
Understanding”*



620 Mulberry Street
Waterloo, IA 50703
Phone: (319) 291-4441
Fax: (319) 291-4295
Website: [www.ci.waterloo.ia.us/
humanrights](http://www.ci.waterloo.ia.us/humanrights)

WHAT IS DISCRIMINATION?

Discrimination happens when you are treated differently than others.

Discrimination is illegal when you are treated differently based on your race, color, national origin, sex/gender, disability, age, religion/creed, sexual orientation/gender identity, familial status, or marital status. Discrimination is illegal when you are singled out because of one of these differences and then given different treatment in the areas of employment, housing, credit, education, and public accommodation.

For more information about discrimination and your civil rights please visit <http://knowrights.weebly.com>

WATCH FOR OUR ANNUAL EVENTS!



Cedar Valley Conference on Human Rights

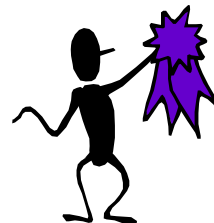
usually includes a guest speaker, morning and afternoon workshops, and information booths. It covers a wide range of diversity issues and focuses on the issue of race relations.

Summer Harmony Day brings the entire community together to celebrate its diverse heritages, spread awareness of community resources, and provide entertainment and fun.



Human Rights Day Celebration and Awards Luncheon

recognizes individuals, organizations, and institutions that have demonstrated outstanding work in support of human and civil rights in the City of Waterloo.



KNOW YOUR RIGHTS!

Areas and bases covered under the City of Waterloo Ordinance:

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Employment: race, color, national origin, religion/creed, age, sex (including pregnancy), disability, and sexual orientation

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Housing: race, color, national origin, religion/creed, age, sex (including pregnancy), disability, and sexual orientation—*addition: familial status*

.....
Credit: race, color, national origin, religion/creed, age, sex (including pregnancy), disability, and sexual orientation—*addition: marital status but mental disability is excluded*

.....
Education: race, color, national origin, religion/creed, age, sex (including pregnancy), disability, and sexual orientation

.....
Public Accommodation: race, color, national origin, religion/creed, age, sex (including pregnancy), disability, and sexual orientation