

## WHAT THE COMMISSION DOES

The CCHRC enforces these laws by:  
Investigating harassment and discrimination  
complaints

1. Assisting involved parties to voluntarily resolve complaints;
2. Pursuing violations of the law to public hearings; and
3. Educating local residents about the law, prohibiting harassment and discrimination.

Anyone who believes he/she is a victim of illegal discrimination can file a complaint with the CCHRC. A person wishing to file a complaint should:

- ◇ Be prepared to present specific facts about the alleged harassment or discrimination;
- ◇ Provide copies of documents that substantiate the charges in the complaint; and
- ◇ Keep records and documents about the complaint, such as paycheck stubs, rent receipts, membership applications, etc.

The Commission's staff will conduct an impartial investigation. The Commission is not an advocate for either the person complaining or the person complained against. The Commission represents the City of Evansville and Vanderburgh County. The Commission will, where possible, try to assist the parties to resolve the complaint.

The Commission also educates the public regarding their rights and responsibilities under the law by providing written materials and participating in seminars and conferences.

IF YOU NEED  
HELP...  
CALL CCHRC  
TODAY!  
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CITY OF EVANSVILLE—  
VANDERBURGH COUNTY  
HUMAN RELATIONS  
COMMISSION

DISCRIMINATION  
IS AGAINST  
THE LAW

**T**he City County Human Relations Commission enforces the local ordinances which prohibit harassment and discrimination in employment, housing, public accommodations, credit, and education. It also accepts complaints that are to be filed with the Indiana Civil Rights Commission, the United States Department of Housing and Urban Development and the Equal Employment Opportunity Commission.

## DISCRIMINATION IN EMPLOYMENT

Harassment and discrimination in employment is prohibited because of:

- ◇ Race
- ◇ National Origin
- ◇ Color
- ◇ Sex
- ◇ Disability
- ◇ Age
- ◇ Religion

Discrimination is prohibited in all employment practices including:

- ◇ Advertisements
- ◇ Application and interviews
- ◇ Hiring, transferring, promoting, or leaving a job

### Family and Medical Leave Act (FMLA)

The Family and Medical Leave Act (FMLA) requires covered employers to provide up to 12 weeks of unpaid, job protected leave to "eligible" employees for certain family and medical reasons.

Employees are eligible if they have worked for a covered employer for at least one year for, at least, 1,250 hours over the previous 12 months, and if there are at least 50 employees within 75 miles.

#### ***Reasons for taking leave:***

- ◇ To care for the employee's child after birth, or placement for adoption or foster care;

- ◇ To care for the employee's spouse, son, daughter, or parent, who has a serious health condition; or
- ◇ For a serious health condition that makes the employee unable to perform the employee's job.

#### ***FMLA makes it unlawful for any employer to:***

- ◇ Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- ◇ Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

## DISCRIMINATION IN HOUSING

Laws enforced by the Department prohibit discrimination in the renting, leasing, and selling of housing based on:

- ◇ Race
- ◇ Sex
- ◇ Religion
- ◇ Familial Status (Families with minor children)
- ◇ National Origin
- ◇ Disability (including HIV/AIDS diagnosis)

#### ***Discrimination is prohibited in all aspects of the housing business including:***

- ◇ Advertising
- ◇ Mortgage lending and insurance
- ◇ Application and selection process

- ◇ Terms, conditions, and privileges of occupancy, including freedom from harassment
- ◇ Public and private land use practices including existence of restrictive covenants

Persons with disabilities are entitled to reasonable accommodation in rules, policies, practices, and services and are also permitted, at their own expense, to modify their dwelling to ensure full enjoyment of the premises.

***As in employment discrimination law, persons are protected from retaliation for filing complaints.***

### **Americans with Disabilities Act (ADA)**

Discrimination in public services and accommodations is prohibited. This requires "full and equal accommodations, advantages, facilities, privileges, or services in ALL business establishments." This includes:

- ◇ Hotel and Motels
- ◇ Non-Profit Organizations
- ◇ Restaurants
- ◇ Theaters
- ◇ Hospitals
- ◇ Barber and Beauty Shops
- ◇ Housing Accommodations
- ◇ Local Government and Public Agencies
- ◇ Retail Establishments