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 Rights Commission (ICRC) enforces the civil rights laws of the State of Indiana. The ICRC investigates complaints of discrimination and educate 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 **cannot** investigate complaints made against the City of Lafayette and its departments. These complaints can be filed with the Indiana Civil Rights Commission.

Human Relations Commission

CITY OF LAFAYETTE

EQUAL HOUSING OPPORTUNITY

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.

RESOURCES

All additional information, including locations where you can find brochures, obtain complaint forms and file an electronic complaint form is available online at:

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

On the webpage you will find hyperlinks. The form is available in both English and Spanish

File a Complaint

File a complaint with the Lafayette Human Relations Commission within 90 days of the discriminatory act. You may download the complaint by using the links below:

- Human Relations Commission Complaint Form (PDF)
- Human Relations Commission Complaint Form (Spanish) (PDF)

If preferred, file a complaint online by using the links below:

- Human Relations Commission Complaint Form (English)
- Human Relations Commission Complaint Form (Spanish)

Please contact the City of Lafayette at

(765) 807-1090
or
hrhelpdesk@lafayette.in.gov

for any questions or concerns on the complaint process.