

What is the Ames Human Relations Commission?

Created in 1974, in accordance with Chapter 14 of the Ames Municipal Code, the Commission implements the provisions of the Iowa Civil Rights Act.

The Commission is composed of five Ames residents, who are appointed by the Mayor for three-year terms. If you are interested in serving on the Commission, you can request an application from the City Clerk's office in Ames City Hall, 515 Clark Avenue.

“[The Iowa Civil Rights Act] formally committed us as a community to the protection of individual human dignity by firmly embedding in our law the principle that each person should be treated on the basis of his or her own particular merits, capacities, and accomplishments, and not on the basis of overbroad, unjust, and harmful stereotypes or prejudicial judgments.”

- University of Iowa Professor Arthur Bonfield,
author of the Iowa Civil Rights Act of 1965

THE COMPLAINT PROCESS

- 1 Register a complaint by calling 515.239.5101; ask for the Human Relations Commission staff liaison. You can also download a complaint form from www.cityofames.org or email HumanRelations@city.ames.ia.us.
- 2 Staff will meet with you to discuss the complaint and initiate the process.
- 3 Investigators gather facts about the case.
- 4 If there is not sufficient evidence, a finding of “no probable cause” will be issued and the case will be closed.
- 5 If probable cause is found, conciliation follows.
- 6 Commission members attempt to settle the complaint. The Commission is authorized to ensure that claims of discrimination are addressed.
- 7 A hearing may be held before the Commission or its designee if conciliation fails.

www.cityofames.org/ahrc
HumanRelations@cityofames.org
515.239.5101
515 Clark Avenue, Ames IA 50010



HAVE YOU BEEN TREATED
UNFAIRLY?

Discrimination is
against the law.

The Ames Human Relations Commission was established to address discriminatory issues in our community.

DISCRIMINATION

THE AMES HUMAN RELATIONS COMMISSION'S JURISDICTION COVERS DISCRIMINATORY ACTIONS AGAINST A PERSON BECAUSE OF:

Race	Sexual orientation
National origin	Gender
Color	Gender Identity
Creed	Physical disability
Religious affiliation	Developmental disability

EXCEPTIONS:

- Age - employment and credit only
- Familial status (presence of children) - housing only
- Marital status - credit only

**Please call 515.239.5101
and ask for the Ames
Human Relations
Commission staff liaison if:**

You believe you have been discriminated against in Ames.

You know of someone who believes they have been discriminated against in Ames.

You need advice or information about what may be discriminatory.

You or your group would like a presentation on discrimination or the Human Relations Ordinance.

According to Ames Municipal Code, discrimination is prohibited in the areas of housing, education, employment, public accommodations or services, and credit. It is illegal for any person to intentionally aid, abet, compel or coerce another person to engage in any of the practices declared unfair or discriminatory by Chapter 14 of the Municipal Code of the City of Ames. View the Municipal Code of the City of Ames online at: www.cityofames.org or at Ames City Hall: 515 Clark Avenue.

THE COMMISSION WORKS TO ELIMINATE DISCRIMINATORY PRACTICES IN AMES BY:



Investigating and determining the merits of complaints alleging unfair or discriminatory activities.

Establishing procedures for the conciliation of such complaints.

Ensuring that victims of discrimination are heard and concerns are addressed.

Creating education and outreach to help the Ames community become more sensitive to the problems of discrimination.