

Complaint Information

If you feel you have been discriminated against, please gather the following information:

- Date & time
- Action
- Statements
- Place

Did this discrimination take place in the area of:

- Employment
- Education
- Housing
- Credit
- Public Accommodation

Was this discrimination based on one of your personal characteristics? Which characteristic?

- Age
- Disability
- Race
- Creed
- Gender Identity
- Color
- National Origin
- Religion
- Sexual Orientation
- Sex
- Familial Status (in housing only)
- Marital Status (in credit only)

After gathering this information, please visit our office at the City Hall Annex, 1300 Main Street, or call us at (563)589-4190 to arrange an appointment.



Dubuque Human Rights Commission
City Hall Annex
1300 Main Street
Dubuque, Iowa 52001-4732



When to Contact Your Human Rights Office

Voice: 563-589-4190
TDD: 563-589-4193
humanrgt@cityofdubuque.org



When to Contact Your Human Rights Office

Q What is the Commission's purpose or mandate, and where is it defined?

A The Human Rights Commission's mandate is to eliminate discrimination in the areas of employment, housing, public accommodation, credit and education on the basis of age, race, sex, disability, creed, color, national origin, sexual orientation, gender identity, religion, and familial status, or marital status (in credit only). This authority and responsibility is granted through Title 8 of the Code of Ordinances of the City of Dubuque. Copies of the ordinance and additional information can be obtained from the Human Rights Office or on the web www.cityofdubuque.org.

Q Why have a local Commission? It seems there are state and federal agencies that handle these issues.

A 1. Convenience. It's easier to work with someone in Dubuque than in Des Moines or Washington, D.C., and local people are more attuned to the local community, and can better understand its issues.

2. Timely Service. Most local cases are resolved in terms of months, while state and federal cases may be backlogged as long as 5 years or more.

Q Aren't most complaints about racial discrimination?

A No. If you review our annual reports for recent years, you'll find that sex and disability complaints are statistical leaders, followed by age and race complaints. While it's true that the racial protests of the 50's and 60's provided the impetus for the creation of human rights agencies, the whole area of civil rights legislation is much broader than that, and it continues to expand. The Commission exists to help protect the rights of everyone who has been a victim of illegal discrimination.

Q What should I do if I have a Question or feel I've been Discriminated against?

A Visit or call the Human Rights Department in the City Hall Annex. They can advise you if there is a legal basis for your concern, and/or whether there are other agencies to contact. All of these discussions are confidential, and no one else will learn of your inquiry. If the matter does merit further investigation, that process will be explained to you and you can determine how far to take it.

Q Why couldn't the Human Rights Commission do anything about my complaint?

A There could be several reasons:

1. Not all discrimination is illegal. Discrimination is unfair and hurtful, but unless it happens because of a protected class, it is not illegal.

2. A lack of specific information, including time, date, place, action, statements, witnesses, etc.

3. Not covered by the Dubuque ordinance - not jurisdictional. The Human Rights Ordinance defines the type of authority we have.

There may be other reasons, and if so, you will be provided an explanation, and/or referred to another agency or authority.

Q Will anyone find out that I have gone to the Human Rights Office?

A No. The Human Rights Office cannot tell anyone that you contacted them. Legally, all the information you provide is confidential. This is true even if you do not actually file a complaint, but rather just call for information.