

Our Mission

Increase community awareness and appreciation of human diversity through educational programs and events.

Investigate claims of discriminatory practice.

Provide appropriate remedies where discrimination has been found to exist.



Purpose of a Civil Rights Ordinance in Decorah

- Increase awareness, understanding and appreciation of diversity within the community.
- Promote the interests, rights and privileges of all citizens by proclaiming a public policy of nondiscrimination which secures freedom from discriminatory practices.
- Protect human dignity and ensures the full productive capacities of all for the safety, health and general welfare of Decorah.
- Recognize the authority of the Iowa Civil Rights Commission and to foster the use of its procedures and programs.

The City of Decorah's Human Rights Commission intends to respond to acts of hatred and discrimination against individuals and families based on age, race, ethnicity, national origin, ancestry, creed, religious belief, disability, gender, sexual orientation, marital status, familial status, or economic status on bias, racism and bigotry, in a responsive, coordinated manner, with the unequivocal message that such acts will not be tolerated in Decorah. "Such discrimination threatens not only the rights and privileges of individual citizens but also of democracy."
(Ord. 1082§ 1 (part) 2005)

City of Decorah



Encourage individuals to report acts of discrimination and bias that they experience in Decorah and increase community members' awareness and appreciation of human diversity.

YOUR RIGHTS, YOUR VOICE

*Employment
Housing
Services and Accommodations
Credit
Education*

How We Serve the Community

Education

- Create and co-create alongside organizations to provide programs and cultural activities that promote awareness and appreciation of diversity and ensure the rights of all individuals and families.
- Encourage participation in study circles and small group discussions in order to promote better understanding among citizens in an open and democratic way.

Investigation & Resolution of Complaints

- Receive and investigate complaints alleging discriminatory practices.
- Hold public hearings where appropriate during an investigation and make those reports public.
- Make annual report on activities to the mayor and council.
- Provide remedies where discrimination has been found.
- Make recommendations for further legislation when necessary.
- Help file complaints with the appropriate agencies.

Cooperation with other Commissions and Agencies

*Iowa Civil Rights Commission
United States Civil Rights Commission
Federal Equal Employment Opportunity Commission*

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The Commission is a neutral fact-finding administrative agency.

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Important Things to Remember

1. Complaints must be filed within 180 days after incident.
2. The discriminatory incident must fall within the scope of the DHRC.
3. Keep any and all documents, videos or recordings associated with the incident. This includes receipts, emails, and any information from witnesses, as well as their names and a way to contact them.
4. Record the date and time of the incident.

The Complaint Process

