

# What is the ICRC?

The Indiana Civil Rights Commission

## MISSION

While protecting business entities and individuals from unfounded claims, the Indiana Civil Rights Commission (ICRC) exists to eradicate discrimination, to increase equal opportunity, and to protect civil rights for persons who live, work, or visit Indiana. ICRC promotes and enforces the Indiana Civil Rights laws.

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## PROTECTED CHARACTERISTICS

*Not all discrimination is against the law, but in Indiana, a person may not be denied equal opportunity because of his or her:*

- Race
- Color
- Sex
- Veteran Status (in employment)
- Familial Status (having children under 18, in housing)
- National Origin
- Ancestry
- Age (in employment)\*
- Religion
- Disability
- Active Duty in the military

*\*Investigated by DOL or EEOC*

## Contact Us



@INCivilRights

100 North Senate Avenue Room N300  
Indianapolis, IN 46204

**Office:** (317) 232-2600

**Toll Free:** (800) 628-2909

**Hearing Impaired:** (800) 743-3333

**Fax:** (317) 232-6580

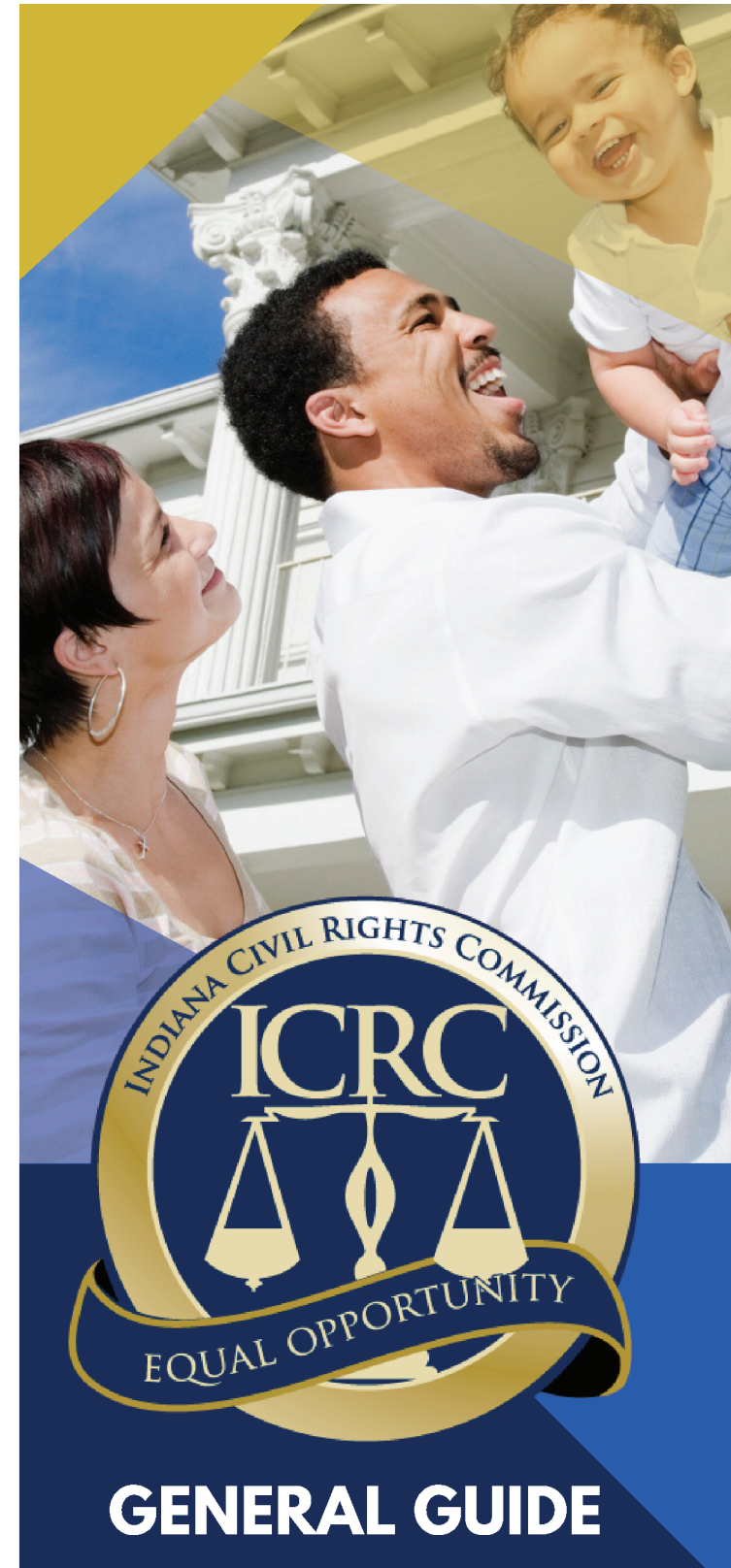
**E-mail:** [icrc@icrc.in.gov](mailto:icrc@icrc.in.gov)

**Website:** [www.in.gov/ICRC](http://www.in.gov/ICRC)

## HOW WE SERVE YOU

The ICRC provides the following services:

- Thorough investigation
- Mediation and conciliation
- Litigation that vindicates the public interest
- Customized training and education
- Provides information on the Indiana Civil Rights laws and policies for the community at large



## WHAT IS DISCRIMINATION?

The practice of denying equal rights to a properly qualified person by reason of the person's protected characteristics is contrary to the principles of freedom and equality of opportunity. Such acts are a burden to the objectives of the public policy and shall be considered as discriminatory practices.

*Indiana Code 22-9-1-2(b)*

## 3 WAYS TO FILE A COMPLAINT AT ICRC



**Walk-in**



**Call ICRC at (800)628-2909**



**Visit [IN.gov/ICRC](http://IN.gov/ICRC)**

## COMPLAINT PROCESS

Indiana proudly enjoys laws and regulations aimed at **eradicating discrimination, promoting fairness and equality, and embracing the concepts of inclusion and tolerance.**

Whenever individuals allege discrimination and unfair treatment, ICRC enforces the Indiana Civil Rights laws by conducting a comprehensive neutral investigation. The 6 step complaint process may include:

1. Intake (the filing of the complaint)
  2. Investigation
  3. Alternative Dispute Resolution (mediation)
  4. Legal Analysis and Determination
- IF CAUSE IS FOUND:
5. Public Hearing
  6. Final Order

## 5 ENFORCEMENT AREAS

*The ICRC accepts discrimination complaints in the following areas:*



**Housing**



**Employment**



**Public Accommodation\***

*\*(restaurants, hotels, stores, parks, etc.)*



**Education**



**Credit**

## FILING A COMPLAINT

Any person who believes he or she has been subjected to or knows someone who has suffered from unlawful discrimination, unfair treatment, or a denial of service may file a complaint with the Indiana Civil Rights Commission at no cost. For discrimination cases in employment, education, credit, real estate, or public accommodation, **people must file within 180 days of the occurrence** of an adverse action. For discrimination complaints **in housing, people must file within one (1) year of the occurrence.** ICRC may also dual-file your employment or housing complaint with the federal EEOC or HUD if the complaint is also within the federal agency's jurisdiction.

## JURISDICTION

The Indiana Civil Rights Commission enforces the Indiana Civil Rights law (IC 22-9) and the Indiana Fair Housing Act (IC 22-9.5). Our jurisdiction extends to individuals, private or public entities, housing providers, and business establishments within the State of Indiana.

# YOUR RIGHTS, OUR MISSION.