

Columbus Human Rights Commission

Mission

To lead Columbus in building and maintaining an inclusive community by:

- ◆ Enforcing the human rights ordinance
- ◆ Educating the public
- ◆ Challenging attitudes and systems that create barriers to equality
- ◆ Empowering community members to advance this mission

Human Rights Ordinance

City of Columbus Municipal Code:

- ◆ Chapter 2.58 - Commission creation
- ◆ Chapter 9.24 - Protected classes
- ◆ Chapter 9.28 - Enforcement & Housing-specific procedures



*The Human Rights Commission
has been valuing diversity and
promoting equality in
Columbus, Indiana
Since 1962*

Contact Us:

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Columbus Human Rights Commission



Fostering equal opportunity in:

Employment

Housing

Education

Credit

Public Accommodation

Human Rights Commission Ordinance

The human rights ordinance states that it is the public policy of the City of Columbus to provide all of its residents equal opportunity and that is unlawful to discriminate in the areas of **employment, housing, education, public accommodation, or credit** on the basis of:

- ◆ race
- ◆ religion
- ◆ color
- ◆ sex
- ◆ disability
- ◆ national origin or ancestry
- ◆ familial status (in housing only)
- ◆ sexual orientation
- ◆ gender identity
- ◆ age

Discrimination:

Treatment or consideration of, or making a distinction in favor of or against, a person based on the legal protected class to which that person belongs rather than on individual merit or objective criteria.

HISTORY

The Columbus Human Rights Commission was formed in 1962. Surviving under challenging conditions, it has transformed into the comprehensive civil rights enforcement agency it is today.

SERVICES *

Complaint Processing: The Commission staff are here to assist visitors and residents who live in Columbus and those who work in Columbus who believe they are facing discrimination.

Individual Technical Assistance: The office also provides technical assistance to residents who need assistance with state and/or federal claims to agencies such as the Indiana Civil Rights Commission, Equal Employment Opportunity Commission, and Department of Labor for FMLA cases.

Business Technical Assistance: Staff also can provide technical assistance, training, and education to businesses that need help in understanding and interpreting the requirements of anti-discrimination law.

Education and Training: The Human Rights Commission also provides community education and outreach, often collaborating with area organizations to help fulfill the mission of challenging attitudes and systems that create barriers to equality. You can stay updated on all of the education projects or events through our City of Columbus website or on Facebook.

* The Commission has authority to provide technical assistance, file complaints, enforce the ordinance, and educate the public. We cannot give you legal advice. For legal advice, please consult your attorney.

www.columbus.in.gov/human-rights/
www.facebook.com/human.rights.946



Filing a Discrimination Complaint

If you believe you have been discriminated against please contact our office as soon as you can after the incident. The law requires that a complaint be filed within a specific amount of time. This requirement varies depending upon the alleged discrimination and by agency.

To receive assistance from a staff member, please call, e-mail or visit our office in City Hall. Staff will conduct an initial intake to get basic information about the alleged discrimination. If your fact-specific situation is within the Commission's jurisdiction, a formal complaint may be filed with our office, at a subsequent meeting.

In certain circumstances, the Commission may recommend a referral to an attorney or another agency.

"The most important service to others is service to those who are not like yourself."
J. Irwin Miller