



EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW.

YOUR RIGHTS, OUR MISSION.

INDIANA CIVIL RIGHTS COMMISSION (ICRC)

WHAT IS WORKPLACE HARASSMENT?

Workplace harassment is any unwelcome verbal, written, or physical conduct that shows hostility or aversion towards a person on the basis of a protected class.

 **State law currently protects employees on the basis of:**

- Race
- Religion
- Color
- Sex
- Disability
- National Origin
- Ancestry
- Veteran Status
- Age (40-75)*

 **Local and/or federal law may also protect on the basis of:**

- Pregnancy
- Sexual Orientation
- Gender Identity

POLICIES AND PROCEDURES

It is important employers make clear, specific policies and procedures for reporting and evaluating allegations of workplace harassment.

Employers should handle complaints of workplace harassment in a timely and professional manner to ensure allegations are properly and effectively addressed.

Any person who feels they have been subject to workplace harassment may file a complaint with ICRC. Complaints can be filed in person by mail, fax, or on our website.

Employment complaints must be filed within 180 days from the date of the alleged discriminatory act.

ICRC is ready to assist you with your discrimination claim.

CONTACT US

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Hearing Impaired: (800) 743-3333

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SCAN THE QR CODE TO VISIT ICRC'S PORTAL TODAY!