

WHAT IS ICRC



MISSION

The Indiana Civil Rights Commission enforces the Indiana Civil Rights Laws and provides education and services to the public in an effort to ensure equal opportunity for all Hoosiers and visitors to the State of Indiana.

Protected Characteristics:

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

- Race
- Religion
- Color
- Sex
- Disability
- National Origin
- Ancestry
- Active Duty Military Personnel (in public accommodation)
- Familial Status (having children under 18, in housing)
- Veteran Status (in employment)
- Age (in employment)*



**Investigated by DOL or EEOC*



CONTACT US



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YOUR RIGHTS, OUR MISSION.



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GENERAL GUIDE

Indiana Civil Rights Commission
"ICRC"

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.

IC 22-9-1-2(b)

ENFORCEMENT AREAS

ICRC accepts complaints of unlawful discrimination in the following areas:



HOUSING



EMPLOYMENT



PUBLIC ACCOMMODATION *

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



EDUCATION



CREDIT

HOW TO FILE A COMPLAINT:

Call, write, or visit ICRC online or in person.



SCAN THE QR CODE TO VISIT OUR PORTAL TODAY!

COMPLAINTS

Any person who believes they have been subjected to or knows someone who has suffered from unlawful discrimination may file a complaint with ICRC at no cost.

Employment, education, credit, real estate, or public accommodation cases must be filed **within 180 days** of the occurrence.

Housing complaints **must be filed within one (1) year** of the occurrence.

JURISDICTION

ICRC 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.

COMPLAINT FILING PROCESS

Indiana protects citizens and visitors through laws and regulations aimed at **eradicating illegal discrimination, promoting fairness and equality, and embracing the concepts of inclusion and tolerance.**

Whenever individuals allege unlawful discrimination, ICRC enforces the Indiana Civil Rights Laws by conducting a comprehensive neutral investigation.

The **6-step complaint process** *may* include:

- 1 INTAKE**
- 2 INVESTIGATION**
- 3 ALTERNATIVE DISPUTE RESOLUTION**
- 4 LEGAL ANALYSIS & DETERMINATION**
- 5 PUBLIC HEARING**
- 6 FINAL ORDER**

