



STATE OF IOWA

TERRY BRANSTAD, GOVERNOR
KIM REYNOLDS, LT. GOVERNOR

IOWA CIVIL RIGHTS COMMISSION
DON GROVE
ACTING EXECUTIVE DIRECTOR

North Iowa Today
c/o Matthew E. Marquart, Publisher
P.O. Box 21
Mason City, IA 50401
staff@northiowatoday.com
VIA U.S MAIL AND EMAIL

Dear Mr. Marquart,

I recently became aware of the "Human Rights Violations" page on your website, <http://northiowatoday.com/human-rights-violations>. On this page, you direct readers to contact the Iowa Civil Rights Commission if they feel their "Human Rights" have been violated. You also provide a form to report the same violations to your website.

After viewing this form, I am concerned it will cause reader confusion regarding the process for making complaints to the Iowa Civil Rights Commission. As it is currently designed, your form includes multiple hyperlinks to an outdated version of the Commission's webpage. These linked pages include definitions for terms included in the Iowa Civil Rights Act, and they appear to provide direction for individuals who wish to fill out your website's complaint form.

The Iowa Civil Rights Commission only has jurisdiction over alleged discriminatory conduct if an individual files a complaint with the Commission within the jurisdictional period, usually 300 days. I am concerned your form may lead individuals to believe they have filed a civil rights complaint with the Commission, when in fact they are only providing information to your website. This may delay the filing of complaints with the Commission, which could bar the Commission from having jurisdiction over a discriminatory practice.

To eliminate confusion, I request you separate any reference to the Iowa Civil Rights Commission from your form for reporting allegations to your website.

Sincerely,

A handwritten signature in black ink, appearing to read "Don Grove".

Don Grove
Acting Executive Director
515-281-4121
don.grove@iowa.gov
Iowa Civil Rights Commission

Enclosure: North Iowa Today Human Rights Violation Page

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Founded: 2000
Research, sales & technical team: 515-897-1144

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Human Rights Violations

If you feel your Human Rights have been violated, you may contact the IOWA CIVIL RIGHTS COMMISSION. **You may also contact NorthIowaToday.com.** We would be interested to know about your situation, and possibly report on it after our own investigation.

Report Human Rights Violation to NIT for Investigation

Fields marked with a * are required

First Name *

Last Name *

Address *

City *

State *

Zip / Post Code *

Email *

Phone *

The Iowa Civil Rights Act prohibits discriminatory practices in Employment; Housing; Public Accommodations; Education and Credit.

These personal characteristics are protected in all 5 areas: race, color, religion, creed, sex, sexual orientation, gender identity, national origin, pregnancy, disability; Age is protected in employment and credit; Marital status is protected only in credit; Familial status is protected in housing and credit.

What is an "incident?"

It is a decision or action, usually made by someone in authority, in one of the five areas, which adversely affects someone. "Failure to hire," "harassing conduct," "failure to accommodate," "unequal pay," and "termination" are considered incidents in employment. "Failure to serve" and "unequal service" are incidents in public accommodations. "Refusal to rent/sell," "unequal terms," and "eviction" are incidents in housing. "Refusal to admit," "harassing conduct," and "suspension" are incidents in education. "Refusal to extend credit" and "unequal terms" are incidents in credit.

Please describe the alleged human rights violation *

Discrimination

The prejudicial treatment or conduct of a person, racial group, minority, etc. based on category rather than individual, excluding or restricting members of on the grounds of race, sex, or age.

Name of person (landlord, employer, elected official, law enforcement, someone else) who you feel violated your human rights *

Anti-spam question: 9+1 *

Please note: Any information you send may be used in a news report should NIT decide to investigate your claim.

Submit