



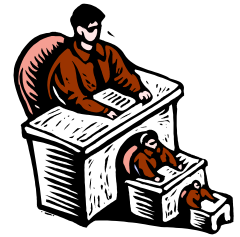
## Mission of the Indiana Civil Rights Commission

The Indiana civil rights laws (IC 22-9-1; IC 22-9-5; IC 22-9.5) state that it is the public policy of the State of Indiana to provide all of its citizens equal opportunity and that it is unlawful to discriminate in the areas of EMPLOYMENT, real property, education, public accommodation or credit on the basis of race, religion, color, sex, disability, ancestry, national origin and familial status (housing only).

## EMPLOYMENT

### COVERED ENTITIES:

1. Employers of six (6) or more persons;
2. The State of Indiana and any of its political or civil subdivisions;
3. Unions and other labor organizations; and
4. Employment agencies.



### IT IS UNLAWFUL TO:

- Discriminate in hiring, firing, training, disciplining, compensation, advancement and other terms or conditions of employment;
- Deny equal benefits or privileges;
- Deny a reasonable accommodation to a qualified individual with a disability;
- Conduct medical examinations (except in limited circumstances);
- Harass employees because of their membership in a protected class; and
- Retaliate against a person for filing a complaint, testifying at a hearing or assisting in an investigation.

Persons who feel they have suffered discrimination as defined above should file a signed, verified complaint with the Indiana Civil Rights Commission within 180 days from the date of the alleged act or acts of discrimination.

Persons found to have committed illegal discriminatory acts may be subject to cease and desist orders, monetary damages, and other appropriate remedial relief.



*"Morality cannot be legislated, but behavior can be regulated."*

-- Dr. Martin Luther King, Jr.

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Provided by:  
Indiana Civil Rights Commission  
Public Education and Outreach Information Center

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