

What is the ICRC?

The Indiana Civil Rights Commission

ICRC enforces the civil rights laws of the State of Indiana. We investigate complaints of discrimination & educate organizations, companies, landlords, associations, & individuals on their rights & responsibilities under Indiana Civil Rights Laws.

Protected Characteristics

Not all discrimination is against the law, but in Indiana a person may not be treated differently because of his or her:

- Race
- Color
- Gender
- Veteran Status *(in employment)*
- Familial Status *(having children under 18, in housing)*
- National Origin
- Ancestry
- Religion
- Disability

Contact Us

Indiana Civil Rights Commission
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Hearing Impaired: (800) 743-3333
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Website: www.in.gov/icrc

What Can Be Done?

If a violation of your civil rights is proven, you may be entitled to:

- Reinstatement of job
- Promotion
- Lost wages or benefits
- Neutral References
- Implementation of non-discriminatory policies/training
- Out-of-pocket losses *(NOT in employment)*
- Emotional distress *(NOT in employment)*
- Attorney fees *(NOT in employment)*
- Affirmative relief *(eg. Provide accommodation, adopt policies, post notices, etc.)*



General Guide



Areas of Enforcement

The ICRC accepts discrimination complaints in the following areas:



Employment

It is unlawful to discriminate against any person with regard to recruitment, hiring or firing, promotion, transfers, job training, wages or salaries, or any other term, condition, or benefit of employment. An employer must also accommodate employees with disabilities and those who have "sincerely held religious beliefs." Refusing to hire an applicant on the basis of their status as a veteran is also illegal under the law.

Public Accommodation

The law prohibits places open to the public (i.e. restaurants, hotels, stores, theatres, parks, etc.) from denying any person the full enjoyment of an establishment based on any of the protected characteristics. To make sure individuals with a disability have equal access, reasonable accommodations must be made, including access for service animals.

Complaint Process

Any person who feels they have been denied rights under the civil rights laws may file a complaint with the ICRC. The process can start in person, by phone, fax, mail or by completing the on-line inquiry form on our website.

Investigation

An investigator will collect evidence from both parties, including interviews, statements, inspections and documents. The investigator is a neutral fact-finder and does not represent either party to a complaint.

Alternative Dispute Resolution

Throughout the process, efforts may be made to resolve a complaint without completing a full investigation. Our trained mediators may assist in these efforts, but settlements are completely voluntary.

Determination

If no settlement is reached, evidence is reviewed and a determination is made as to whether there is sufficient evidence (ie. "probable cause") that a violation of the law has occurred.

Housing

The Indiana Fair Housing Act prohibits discrimination in the sale, rental, or financing of housing on the basis of a person's protected characteristics, including the fact that they reside with children under age 18. To make sure individuals with a disability have equal access, reasonable accommodations must be made, including access for service animals. Housing providers must also allow the tenant to make modification at his or her own expense.

Credit

The law prohibits banks and other lending institutions from discriminating against an applicant in the granting, withholding or renewing of credit, or in the fixing of rates, terms or conditions of any form of credit, based on the person's protected characteristics.

Education

Every Hoosier has the right to equal opportunities for education, regardless of the student's protected characteristics. State and Federal laws require special instruction and services for students with disabilities.

Public Hearing

If probable cause is found, a full hearing will be held before an Administrative Law Judge (or possibly in state court). An ICRC staff attorney may help Complainants develop and present their evidence.

Final Order

A Final Order of the Commission is binding, but either party may seek judicial review.

A complaint alleging a discriminatory housing practice must be filed within one year. All other complaints must be filed within 180 days of when the alleged discriminatory act occurred.