What is the ICRC?

The Indiana Civil Rights Commission

MISSION
While protecting business entities and individuals from unfounded claims, the Indiana Civil Rights Commission (ICRC) exists to eradicate discrimination, to increase equal opportunity, and to protect civil rights for persons who live, work, or visit Indiana. ICRC promotes and enforces the Indiana Civil Rights laws.

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PROTECTED CHARACTERISTICS
Not all discrimination is against the law, but in Indiana, a person may not be denied equal opportunity because of his or her:

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

*Investigated by DOL or EEOC

Contact Us

@INCivilRights

100 North Senate Avenue Room N300
Indianapolis, IN 46204

Office: (317) 232-2600
Toll Free: (800) 628-2909
Hearing Impaired: (800) 743-3333
Fax: (317) 232-6580
E-mail: icrc@icrc.in.gov
Website: www.in.gov/ICRC

HOW WE SERVE YOU
The ICRC provides the following services:

- Thorough investigation
- Mediation and conciliation
- Litigation that vindicates the public interest
- Customized training and education
- Provides information on the Indiana Civil Rights laws and policies for the community at large
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. Indiana Code 22-9-1-2(b)

3 WAYS TO FILE A COMPLAINT AT ICRC

Walk-in
Call ICRC at (800)628-2909
Visit IN.gov/ICRC

COMPLAINT PROCESS
Indiana proudly enjoys laws and regulations aimed at eradicating discrimination, promoting fairness and equality, and embracing the concepts of inclusion and tolerance. Whenever individuals allege discrimination and unfair treatment, ICRC enforces the Indiana Civil Rights laws by conducting a comprehensive neutral investigation. The 6 step complaint process may include:

1. Intake (the filing of the complaint)
2. Investigation
3. Alternative Dispute Resolution (mediation)
4. Legal Analysis and Determination
   IF CAUSE IS FOUND:
5. Public Hearing
6. Final Order

ENFORCEMENT AREAS
The ICRC accepts discrimination complaints in the following areas:

Housing
Employment
Public Accommodation* *(restaurants, hotels, stores, parks, etc.)
Education
Credit

FILING A COMPLAINT
Any person who believes he or she has been subjected to or knows someone who has suffered from unlawful discrimination, unfair treatment, or a denial of service may file a complaint with the Indiana Civil Rights Commission at no cost. For discrimination cases in employment, education, credit, real estate, or public accommodation, people must file within 180 days of the occurrence of an adverse action. For discrimination complaints in housing, people must file within one (1) year of the occurrence. ICRC may also dual-file your employment or housing complaint with the federal EEOC or HUD if the complaint is also within the federal agency’s jurisdiction.

JURISDICTION
The Indiana Civil Rights Commission 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.

YOUR RIGHTS, OUR MISSION.