**Does the Law Prohibit Gender-Segregated Restrooms?**

No. It is still legal in Iowa for businesses to maintain gender-segregated restrooms. The new law does require, however, that individuals are permitted to access those restrooms in accordance with their gender identity, rather than their assigned sex at birth. And, just as non-transgender individuals are entitled to use a restroom appropriate to their gender identity without having to provide documentation or respond to invasive requests, transgender individuals must also be allowed to use a gender-identity appropriate restroom without being harassed or questioned.

**Does the Law Prohibit Sex-Segregated Locker Rooms and Living Facilities?**

No. Iowa law does not prohibit places of public accommodation from maintaining separate facilities for the different sexes, so long as they are comparable. The new law does require, however, that individuals are permitted to access those facilities in accordance with their gender identity, rather than their assigned sex at birth, without being harassed or questioned.

**Does this Law Apply to Churches?**

Sometimes. Iowa law provides that these protections do not apply to religious institutions with respect to any religion-based qualifications when such qualifications are related to a bona fide religious purpose. Where qualifications are not related to a bona fide religious purpose, churches are still subject to the law’s provisions. (e.g. a child care facility operated at a church or a church service open to the public).

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**Sexual Orientation & Gender Identity**

A Public Accommodations Provider’s Guide to Iowa Law

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For Additional Information:

Iowa Civil Rights Commission
Grimes State Office Building
400 E. 14th Street
Des Moines, IA 50319
Phone: (515) 281-4121
(800) 457-4416
Fax: (515) 242-5840

www.state.ia.us/government/crc

For more information regarding these new protections, please see our website.
Iowa Law

Effective July 1, 2007, the Iowa Civil Rights Act (Iowa Code Chapter 216) was expanded to add sexual orientation and gender identity to the list of protected classes. It is now ILLEGAL in Iowa to discriminate against a person because of his/her sexual orientation or gender identity.

What do these new terms mean?

“Sexual Orientation” means actual or perceived heterosexuality, homosexuality, or bisexuality.

“Gender Identity” means a gender-related identity of a person, regardless of the person’s assigned sex at birth.

What is a Public Accommodation?

任何形式 that offers goods or services to the public for a price.
(Retail Stores, Restaurants, Bars, Night Clubs, Movie Theaters, Banks, Sporting Events, Fitness Centers, Hospitals etc.)

任何形式 offering free services if that place receives governmental support or subsidy (Food Banks, Shelters, Disaster Relief, Civic Festivals, etc)

任何形式 that receives tax support (Police Departments, Schools, Mass Transit, Libraries, etc)

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What is NOT a Public Accommodation?

任何形式 that offers goods or services to the public for a price.
(Retail Stores, Restaurants, Bars, Night Clubs, Movie Theaters, Banks, Sporting Events, Fitness Centers, Hospitals etc.)

任何形式 offering free services if that place receives governmental support or subsidy (Food Banks, Shelters, Disaster Relief, Civic Festivals, etc)

任何形式 that receives tax support (Police Departments, Schools, Mass Transit, Libraries, etc)

What is ILLEGAL discrimination?

任何形式 refusal or denial of any accommodations, advantages, facilities, services, or privileges on the basis of sexual orientation or gender identity. Also any discrimination in providing such services.

任何形式 directly or indirectly advertising or publicizing that the patronage of persons of any particular sexual orientation or gender identity is unwelcome, objectionable, not acceptable, or not solicited.

任何形式 of ILLEGAL discrimination

任何形式 refusal to allow an individual to use all the facilities or services of the public accommodation

任何形式 providing the service in a separate location or at separate times from that offered to others

任何形式 harassment , intimidation, or other demonstration of hostility

What types of actions could be ILLEGAL harassment?

任何形式 harassment includes, but is not limited to:

任何形式 verbal, physical, or written conduct,
任何形式 conduct of a sexually inappropriate nature,
任何形式 physical or psychological abuse,
任何形式 repeated remarks of a demeaning nature,
任何形式 implied or explicit threats,
任何形式 demeaning jokes, stories, or activities, and
任何形式 intentional use of names and pronouns inconsistent with a person’s presented gender.

These new provisions took effect as of July 1, 2007.

Iowa Law

What should I do if I believe I have been discriminator ated against?

You may file a complaint with the ICRC within 300 days of the alleged discriminatory incident. Call (515) 281-4121, or for more information on discrimination in public accommodations, housing, education, credit, or employment, see our website at: www.state.ia.us/government/crc.

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