



Iowa Civil Rights Commission Annual Report

2001-2002

The Iowa Civil Rights Commission Vision:

A state where all people are free from discrimination.

The Iowa Civil Rights Commission Mission:

Enforcing civil rights through

Compliance, Mediation, Education, and Advocacy



STATE OF IOWA

THOMAS J. VILSACK, GOVERNOR
SALLY J. PEDERSON, LT. GOVERNOR

IOWA CIVIL RIGHTS COMMISSION
CORLIS S. MOODY
EXECUTIVE DIRECTOR

The Honorable Thomas J. Vilsack
Governor of the State of Iowa
The State Capitol
Des Moines, Iowa 50319

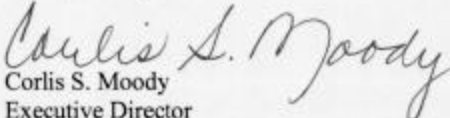
Dear Governor Vilsack:

In accordance with the Code of Iowa, I hereby transmit to you and the General Assembly, the Annual Report of the Iowa Civil Rights Commission for Fiscal Year 2002.

During Fiscal Year 2002, the Iowa Civil Rights Commission sought to eliminate discrimination by enforcing civil rights through compliance, reconciliation, education and advocacy. Our vision is a state where all people are free of discrimination. The Iowa Civil Rights Commission is fortunate to have the dedication of the staff, the commissioners, and the public in working together to eliminate discrimination.

Your continued support of the commission and its ongoing efforts to carry out the mandates of the Legislature and the Act are earnestly solicited and appreciated.

Respectfully submitted,


Corlis S. Moody
Executive Director

Mediation

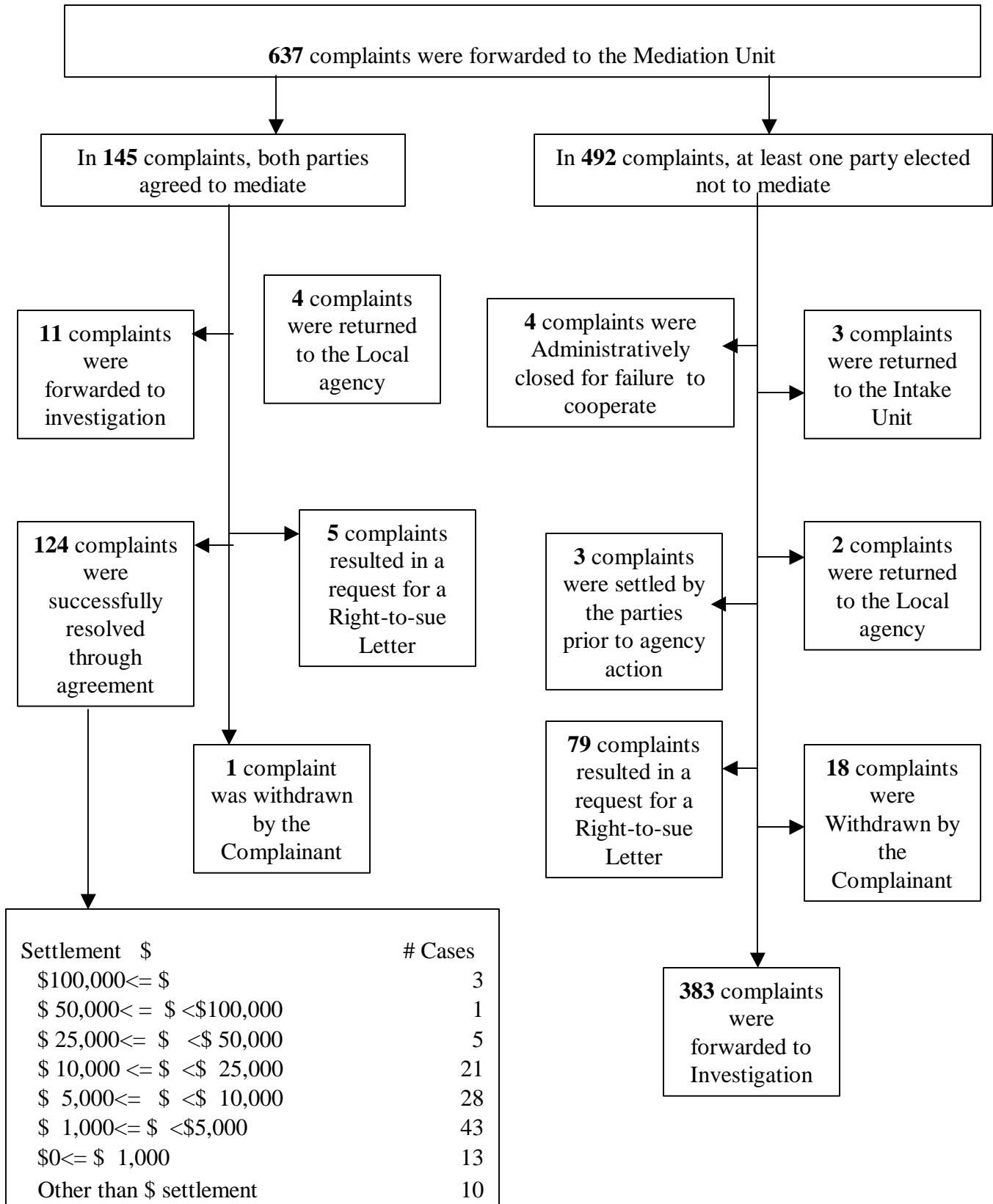


•The *Mediation Team* was created to provide efficient and effective customer service for Iowans. Mediations are conducted throughout the state of Iowa. Onsite mediations encourage Complainants and Respondents to resolve disputes in one meeting, which decreases timeframes significantly in case resolution.

- The mediator's role is as a neutral third party who facilitates the discussions between the Complainant and the Respondent. The purpose is to assist the parties to reach a compromise.
- Fortunately, as the result of the more recent trend towards alternative dispute resolution (ADR), more and more disputes are resolved by mediation, even before the parties file suit in court. Mediation reduces litigation and costs associated with court. There are two requirements that must be met at the Iowa Civil Rights Commission before mediation takes place: first, both parties must be willing to resolve the dispute and second the process must remain confidential.
- The partnership with the Local Commissions and the Iowa Civil Rights Commission to utilize space at the locals to conduct mediations throughout the state of Iowa has been continued. This partnership allows the team to travel and reduce any hardship on Complainants and Respondents.

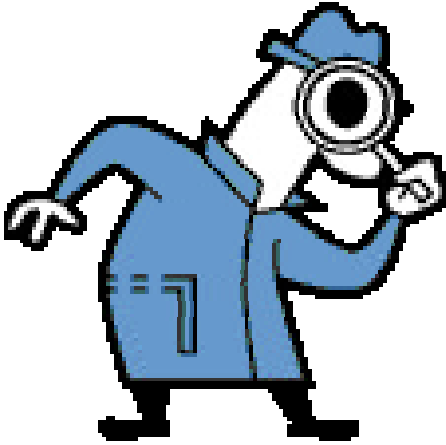
Mediation Processing Numbers

\$1,142,187.56 in settlements



Settlement \$	# Cases
\$100,000<= \$	3
\$ 50,000<= \$ <\$100,000	1
\$ 25,000<= \$ <\$ 50,000	5
\$ 10,000 <= \$ <\$ 25,000	21
\$ 5,000<= \$ <\$ 10,000	28
\$ 1,000<= \$ <\$5,000	43
\$0<= \$ 1,000	13
Other than \$ settlement	10

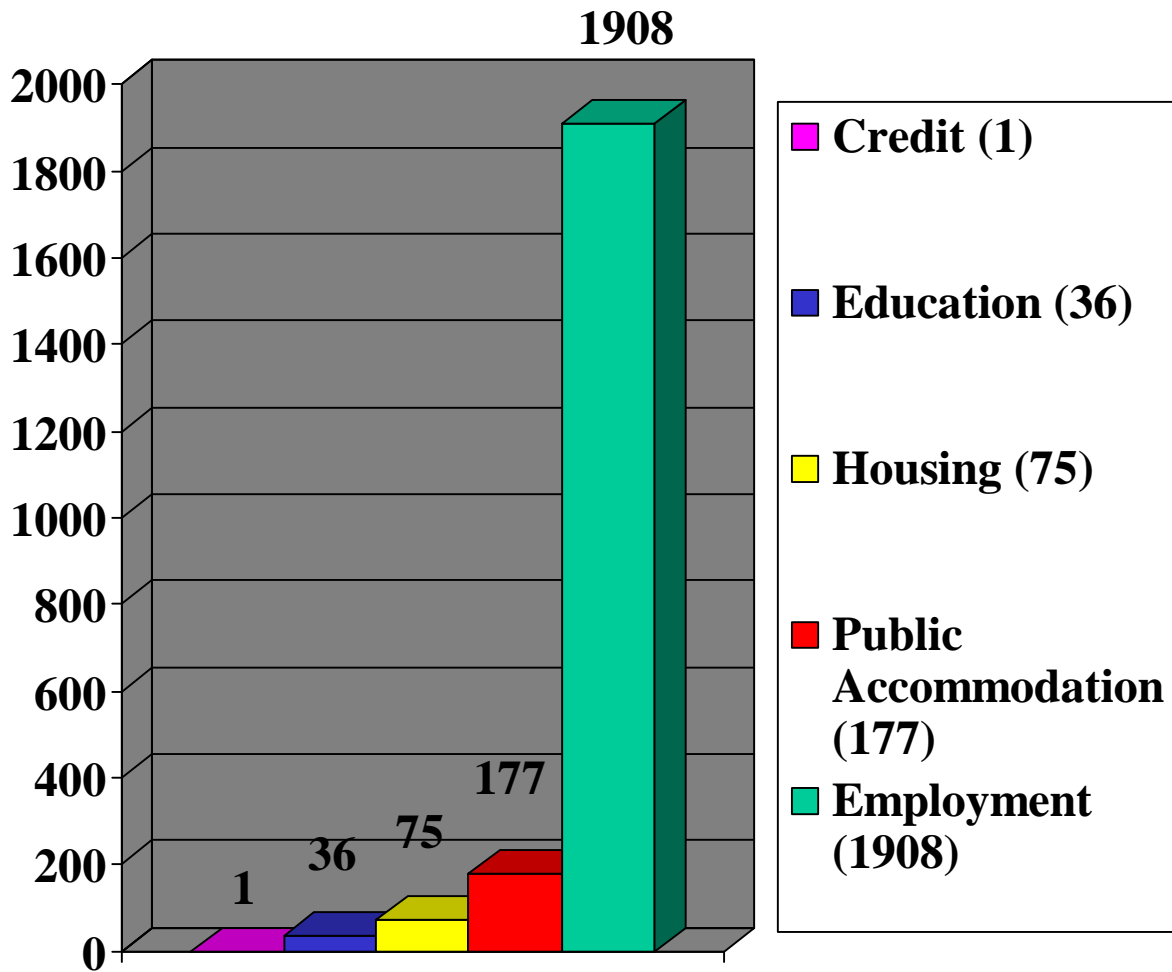
Case Processing



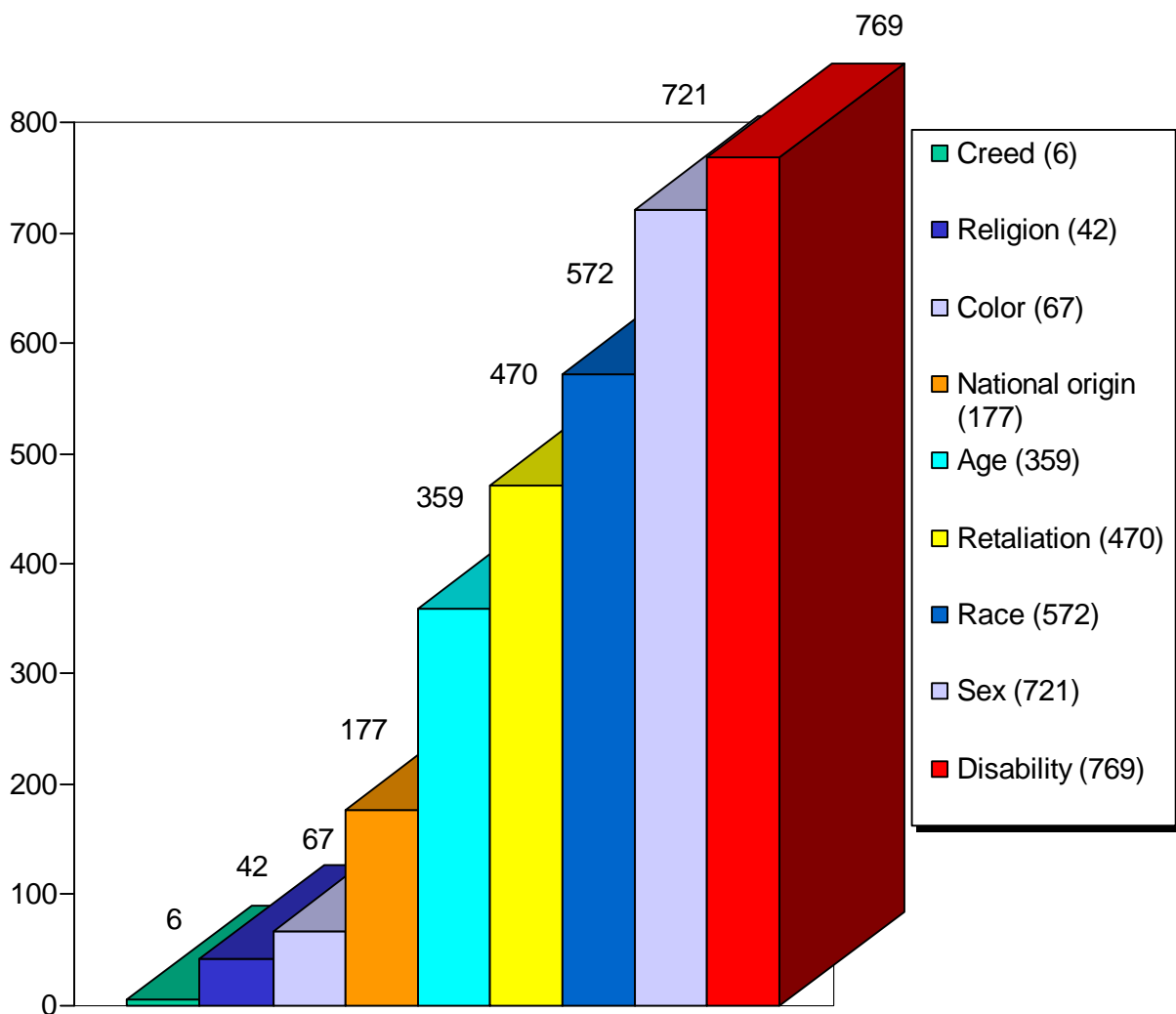
During this fiscal year, **2367** complaints were **filed** with the Iowa Civil Rights Commission. Of those complaints, 170 were judged to be non-jurisdictional or untimely filed prior to being assigned a case number. Therefore, the number of complaints **docketed for processing** was **2,197**. **Resolutions** numbered **2,199**. Individuals who filed complaints with the Iowa Civil Rights Commission recovered **\$1,949,862.20 in settlement agreements/annualized benefits**.

- Employment continued to be the largest area of complaints filed, 86.8%. This year, the second largest area was public accommodations, 8.1%; followed by housing, 3.4%.
- Disability continued to be the most frequently named basis (characteristic) for discrimination in non-housing cases, with 769 filings. This was followed by sex discrimination at 721 filings. These two leading causes of discrimination were followed by race at 572 filings, retaliation at 470, age at 359, and national origin at 177. All other bases accounted for only 115 other complaints.
- In housing complaints, race was the most frequently named basis for discrimination with 34 filings. This was followed by disability with 22 and familial status with 12.
- In fiscal year 2002, 1673 complaints were filed against private employers; the other category, accounted for 198; and 169 were filed against state and local government employers. Almost half of the cases filed with the Iowa Civil Rights Commission came from four counties. Together these counties accounted for 1097 of the cases filed.
- Local human/civil rights commissions assist the Iowa Civil Rights Commission in processing or referring a number of cases every year. 443 cases were filed by local human/civil rights agencies.
- Of the 2199 case resolutions, the largest category was does not warrant further investigation/administrative closures at 44%, followed by satisfactory adjustments or withdrawal with benefits (settlements) 13.7%, rights-to-sue 11%, and administrative closures from locals, 10.6%.

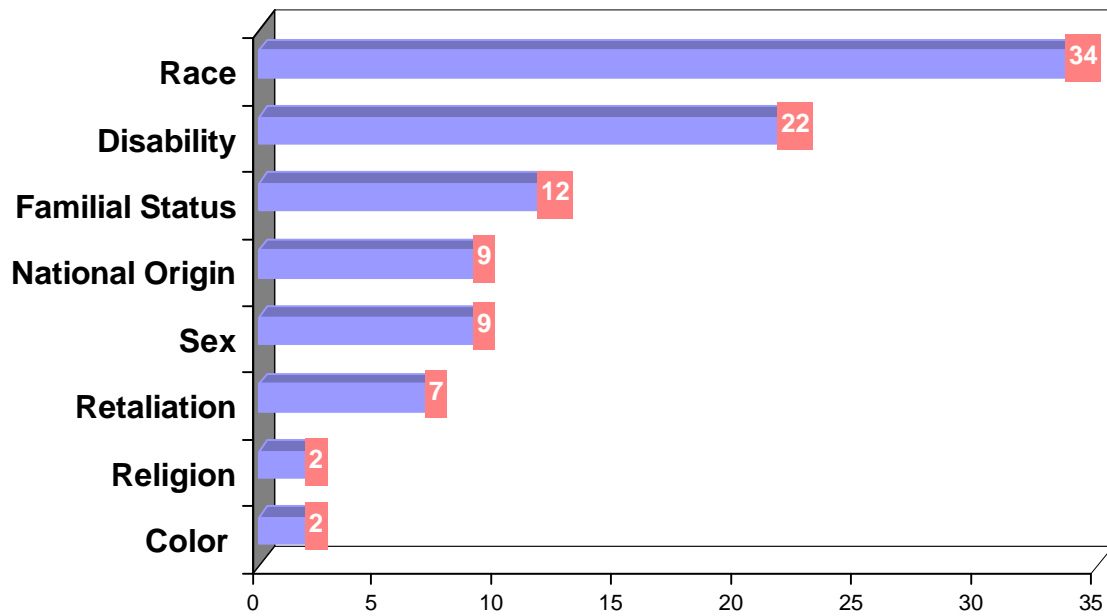
Filings by Area



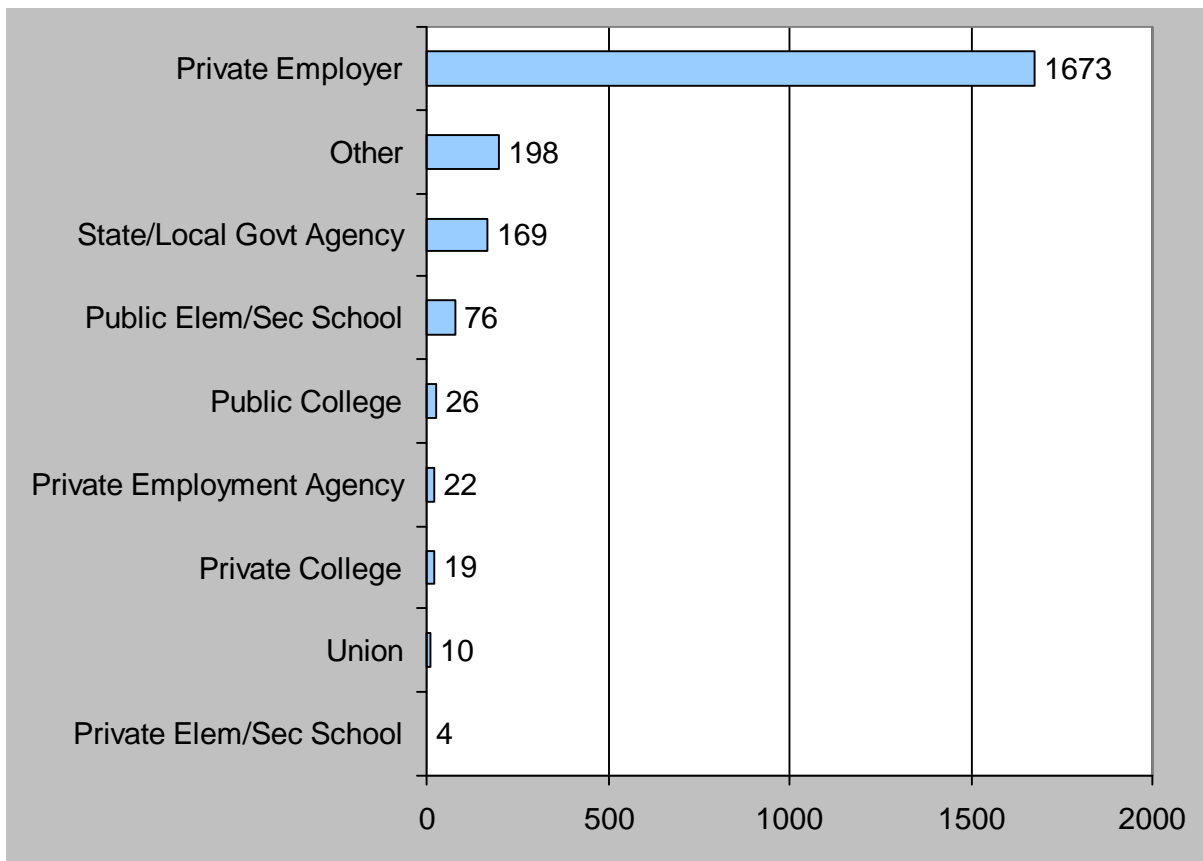
Filings in Non-housing Cases by Basis



Filings in Housing Cases by Basis



Filings in Employment by Employer Type



Case Filings by Agency Processor

Processor	Number of Cases
Iowa Civil Rights Commission	1697
Davenport Civil Rights Commission	100
Waterloo Commission on Human Rights	92
Equal Employment Opportunity Commission	57
Cedar Rapids Civil Rights Commission	51
Mason City Human Rights Commission	45
Iowa City Human Rights Commission	37
Des Moines Human Rights Commission	34
Council Bluffs Civil Rights Commission	28
Dubuque Human Rights Commission	24
Fort Dodge Human Rights Commission	13
Sioux City Human Rights Commission	8
Cedar Falls Human Rights Commission	8
Clinton Human Rights Commission	2
Ft. Madison Human Rights Commission	1
TOTAL	2197

Filings by County

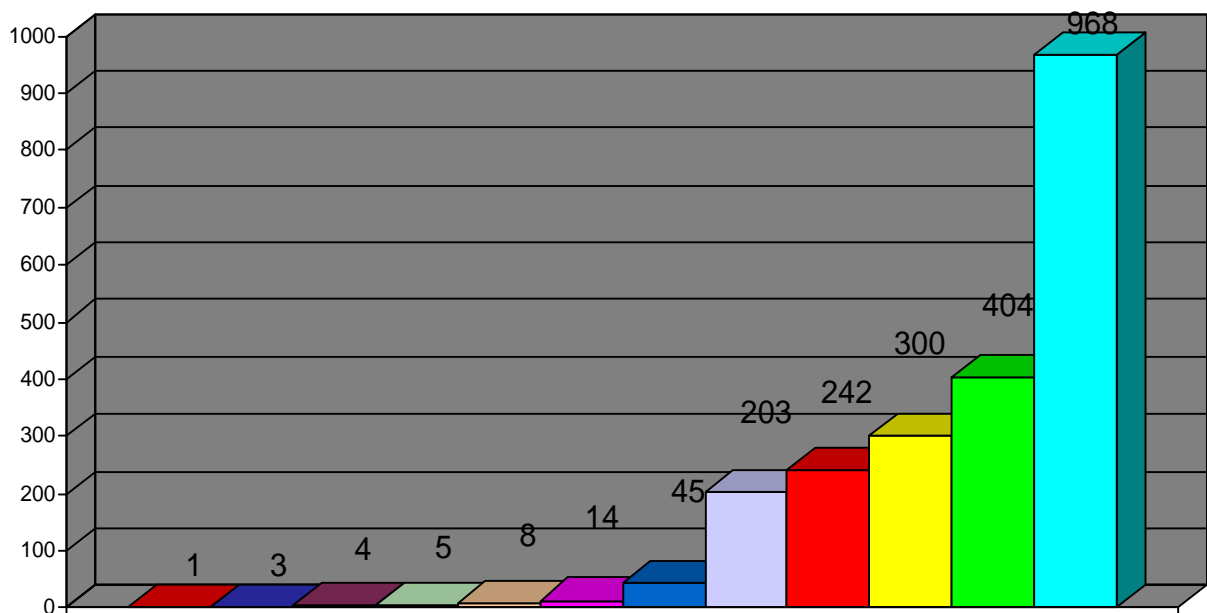
County	Number of cases
Polk	531
Scott	209
Black Hawk	182
Linn	175
Johnson	106
Pottawattamie	75
Woodbury	74
Cerro Gordo	64
Dubuque	55
Des Moines	45
Story	40
Clinton	38
Marshall, Muscatine	33
Webster	31
Wapello	27
Lee	25
Jasper	21
Dallas, Louisa, Marion	16
Buena Vista, Page, Union	15
Bremer, Poweshiek	14
Dickinson	13
Henry, Winnebago	12
Iowa	11
Crawford, Sioux	10
Fayette, Hardin, Winneshiek	9
Boone, Jefferson, Jones	8
Buchanan, Chickasaw, Clay, Hancock, Kossuth, Warren, Washington	7
Appanoose, Benton, Cedar, Clarke, Montgomery	6
Emmet, Mitchell, Plymouth, Tama	5
Carroll, Cass, Clayton, Delaware, Hamilton, Harrison, Howard, Mills, Palo Alto, Pocahontas, Taylor	4
Davis, Decatur, Floyd, Humboldt, Jackson, Mahaska, O'Brien, Shelby	3
Adams, Cherokee, Franklin, Greene, Keokuk, Lucas, Madison, Worth, Wright	2
Allamakee, Audubon, Guthrie, Ida, Lyon, Monona, Osceola	1
Adair, Butler, Calhoun, Fremont, Grundy, Monroe, Ringgold, Sac, Van Buren, Wayne	0
TOTAL	2197

Filings by Incident

Type of Incident	Number of Cases*
Terms and Conditions	1196
Discharge	1094
Harassment	586
Reasonable Accommodation	543
Discipline	249
Sexual Harassment	228
Constructive Discharge	191
Other	180
Hiring	176
Wages	127
Suspension	111
Promotion	110
Demotion	84
Layoff	82
Training	64
Union	6
Benefits	4
Reinstatement	4
Benefits – Retirement	3
Benefitss - Insurance	3
Exclusion, Severance Pay Denied, Job Classification, Paternity, Referral, Involuntary Retirement, and Tenure	1 each

* More than one incident can be alleged in each case

Case Resolutions by Type



- Closed at Hearing (1)
- No Jurisdiction (3)
- Proceed to Public Hearing (4)
- Prob. Cause/No Prob. Cause (5)
- Successfully Conciliated (8)
- Probable Cause (14)
- Withdrawal (45)
- No Probable Cause (203)
- Rights-to-sue (242)
- Settlement/mediation (300)
- Adminstrative closure (404)
- Screening closure - no merit (968)

Educational Resources



- The Educational Resources Team not only plans and implements the education and outreach activities of the Commission, it is also responsible for the coordination of Accountable Government requirements and agency evaluation processes; implementation of the Iowa Excellence Program; the writing and administration of grants; the coordination of special projects; the production, updating, and dissemination of educational materials; the administration of the internal and external educational materials lending libraries; and the scheduling of ICN (Iowa Communication Network) events.

- The Commission's educational programs are designed to inform people about their rights under the law, and to inform businesses, landlords, and other organizations how to conduct their operations in accordance with the law.
- Staff are available, upon request, to conduct public speaking engagements, workshops, classes, and other events. This fiscal year, staff participated in **212** events, reaching **5,945** participants. The most requested topics through the year were for programs on harassment and diversity issues. The Iowa Communications Network (ICN) enabled the team to do distance learning to other ICN locations.
- The citizens of Iowa continued to use the video lending library offered by the Commission. New titles were added to the video lending library. There were **187** uses of the videos by staff and by citizen requests.
- The public called the Commission for information **1,690** times during the year. These non-complaint-related calls came from employers, employees, renters, attorneys and others who wanted to know about civil rights and discrimination. Calls and presentations, resulted in **13,600** materials being distributed. This year there were over **70,000** visits per month to the Commission's web site (www.state.ia.us/government/crc). The Iowa Civil Rights Commission also continued to co-sponsor the I'll Make Me a World in Iowa celebration, held this fiscal year on Saturday, January 26, 2002. This year there were between 2000 and 3000 people attending.

Budget

Agency Funding



The total funding for the Iowa Civil Rights Commission for FY 2002 was **\$2,378,846**. The sources of the funds were the State General Fund (\$1,063,292), Training and Technology funds (\$1,590), complaint processing contracts and grants (EEOC \$1,079,250 and HUD \$212,060), an immigration education grant from the U.S. Department of Justice (\$4,948) and from reimbursements for copying and civil rights complaint audits (\$17,706).

Commissioners



- **David Leshtz, chair**
Iowa City
Appointed May 1999
- **Alicia Claypool, vice-chair**
Des Moines
Appointed May 1999
- **Constance Gronstal**
Council Bluffs
Appointed April 2001
- **Rachel Scherle**
Henderson/Iowa City
Appointed May 1999
- **Dr. Gilberto Solivan**
Mason City
Appointed April 2001
- **Timothy Tutt**
Des Moines
Appointed April 2001
- **María Waterman**
Pleasant Valley
Appointed April 2001