

Workplace Environment Policy # 4121

Date Adopted: September 17, 1990
Date Modified: March 16, 1994
Date Reviewed: December 18, 1996
Date Reviewed: December 15, 1999

Date Modified: December 18, 2002
Date Modified: May 10, 2006
Date Modified: April 16, 2008

The Agency will provide for a fair, supportive and non-discriminatory work environment for all employees regardless of color, gender, race, national origin, religion, creed, age, sexual orientation, gender identity, marital status, disability, veteran status or as otherwise protected by law. The Agency prohibits discrimination on the basis of any of these individual characteristics and will respond promptly to allegations of discrimination in accordance with Policy/Regulation #4122.

Discrimination by an Agency employee is misconduct. An employee who violates this policy may be subject to disciplinary action, up to and including termination.

Legal Reference: Iowa Code 601.A(9) (2007)

Workplace Environment Administrative Regulation # 4121A

Date Adopted: September 17, 1990
Date Modified: March 16, 1994
Date Modified: December 18, 1996
Date Modified: December 15, 1999

Date Modified: February 20, 2002
Date Modified: December 18, 2002
Date Modified: May 10, 2006
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To ensure a fair, supportive and nondiscriminatory work environment will be provided for all employees regardless of their color, gender, race, national origin, religion, creed, age, sexual orientation, gender identity, marital status, disability, veteran status or as otherwise protected by law, the Agency's complaint procedure (Policy/Regulation #4122) provides a constructive means to consider complaints relating to alleged violations of this policy. The procedure encourages open dialogue to seek a fair and reasonable solution.

Complaints or inquiries regarding compliance with this policy may also be directed to the Equity Coordinator:
Maria Cashman, Associate Administrator
4401 6th Street SW
Cedar Rapids, IA 52404
319-399-6847

Inquiries may also be directed, in writing, to:
Intake Department, Iowa Civil Rights Commission
Grimes State Office Building
400 E 14th St
Des Moines, IA 50319-1004
1-800-457-4416;

Director of the Chicago District Office
United States Equal Employment Opportunity Commission
500 West Madison Street
Suite 2800
Chicago, Illinois 60661
1-800-669-4000 (EEOC National Contact Center); or

EEOC Representative, Milwaukee Area Office
United States Equal Employment Opportunity Commission
Reuss Federal Plaza
310 West Wisconsin Avenue, Suite 800
Milwaukee, WI 53203-2292
1-800-669-4000 (EEOC National Contact Center)

Such inquiry or complaint to the state or federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and copies of the procedures for filing a complaint are available in the Agency's Human Resources Office or online at <http://www.state.ia.us/government/crc>, www.eeoc.gov/field/chicago or www.eeoc.gov/field/milwaukee.

Legal Reference: (Code of Iowa) 601.A(9)