



## Lincoln Commission on Human Rights

- We are a neutral, investigative agency.
- We are independent fact-finders who supply information to Commissioners for decisions.
- We can only investigate complaints that occur within Lincoln's city limits.
- In most cases, you must file your complaint within one year of the date of the alleged discrimination.

### To file a claim:

- Call 402.441.7624 to speak to an investigator.
- An investigator will interview you and prepare a complaint on your behalf, which you will review and sign.
- We investigate alleged discrimination due to race, color, sex (gender), religion, national origin, age (over 40), disability, marital status, familial status or retaliation, which has presumably occurred at your place of employment, housing or in a business open to the public.

Your case will be reviewed by the Commissioners; you will receive a letter outlining their findings in your case.



## What is Discrimination?

Discrimination may be occurring if you are subjected to unequal treatment by a covered individual, business, or housing provider and this occurred because of your status in one or more of the following categories:

- Race
- Color (complexion, skin tone or shade)
- Sex (gender, includes pregnancy)
- Religion
- National origin or ancestry (country you or your family are from, includes accent and ethnicity)
- Age (over 40) - only in employment
- Disability
- Marital status (single or married)
- Familial status (children under 18, includes pregnancy and seeking the custody of a minor) - only in housing
- Retaliation

## What is Retaliation?

Equal opportunity laws prohibit the act of retaliation against an individual who has engaged in a protected activity. If you engage in a protected activity and believe you have been subjected to a harm because of it, this may apply to you.

### Examples of protected activities:

- Complaining about discrimination, including harassment
- Opposing acts of discrimination, including harassment
- Filing a charge of discrimination
- Participating as a witness in a case about discrimination
- Requesting or using a reasonable accommodation, including disability, pregnancy, and religious practices

In most cases, you must file your complaint within one year of the date of alleged discrimination.



The Lincoln Commission on Human Rights works to eliminate and prevent all forms of illegal discrimination, to assure and foster equal opportunity for all citizens of the City. The Commission also provides education and outreach to enhance an individual's understanding of their rights.

Our services are free of charge.

### City of Lincoln

#### Commission on Human Rights

555 S 10th St, Ste. 304  
Lincoln, NE, 68508 USA  
humanrights.lincoln.ne.gov  
Telephone 402.441.7624  
Fax 402.441.6937  
Hours: 8 a.m. to 4:30 p.m. weekdays



[humanrights.lincoln.ne.gov](http://humanrights.lincoln.ne.gov)

402-441-7624

555 S. 10th St. Ste. 304

Lincoln, NE 68508

## Employment Discrimination

Employment discrimination may be occurring if you are being treated differently than other employees because of your race, color, sex (gender), religion, national origin or ancestry, age (over 40), disability, marital status, or in retaliation for engaging in a protected activity.

Examples include:

- Failure to hire
- Different terms and conditions of employment
- Harassment
- Sexual harassment
- Termination or forced resignation
- Failure to promote
- Unequal pay or compensation
- Demotion
- Failure or refusal to provide a reasonable accommodation due to your disability, pregnancy, or religious practice

It is illegal for employers to retaliate against employees for making discrimination or harassment complaints or for participating in a workplace investigation regarding discrimination.

## Housing Discrimination

The law protects your right to live where you want, regardless of your race, color, sex (gender), religion, national origin or ancestry, disability, marital status, familial status, or in retaliation for engaging in a protected activity.

Housing discrimination may be happening if:

- You are not shown a property due to pregnancy or status as a parent or caregiver
- The quoted price is different for you because of pregnancy or children
- There is a refusal to make a reasonable accommodation for a person with a disability
- You are asked questions like "How many kids do you have?" "How long have you been here?" "Do you speak English?" "Do you always wear that scarf?"
- You are steered away from or toward specific neighborhoods, "You would fit in well in that area"
- Domestic violence or police reports are mentioned as a factor in denying you a rental
- Your religion seems to be a factor

## Public Accommodations

The law protects your basic rights of fair and equal treatment by businesses and facilities that are open to the public. Entrances should be accessible and admission non-discriminatory. You have the right to enjoy any opportunities available to the general public.

Discrimination may be happening if:

- You are closely scrutinized or followed by store or restaurant personnel
- You are asked for many pieces of identification
- You are denied a service when trying to purchase a product, such as purchasing food at a restaurant or tickets for an entertainment venue

Public accommodations include places of lodging, restaurants or bars, entertainment venues, public meeting spaces, sales or rental establishments, public transportation stations, educational institutions, social service establishments, recreation or fitness centers, parks, places of public display.

Facilities that may legally deny access include religious, non-profit organizations, or private clubs or other establishments not open to the public.