City of Lincoln

LINCOLN COMMISSION ON HUMAN RIGHTS

Lincoln Commission On
HUMAN RIGHTS

440 South 8th Street, Suite 101
Lincoln, NE 68508
(402) 441-7624
(402) 441-6937 (FAX)

Internet Access

Information about the Human Rights Office may be obtained at:
www.ci.lincoln.ne.us/city/mayor/human.

Please note:
If you need an accommodation in order to access this service, please contact the Human Rights Division:

(402) 441-7624
(402) 441-8398/TDD

LINCOLN COMMISSION ON HUMAN RIGHTS (LCHR)

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Let's pull together before we're torn apart.

City of Lincoln, Nebraska

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Information about the Lincoln Commission on Human Rights

Mission

The City of Lincoln believes that discrimination is wrong and that it must be eliminated. Therefore, the LCHR (Lincoln Commission on Human Rights) is charged with the mission of eliminating and preventing all forms of illegal discrimination and to assure and foster equal opportunity for all citizens of the City.

The LCHR is the primary City Agency that has the responsibility for the remedy of discrimination complaints brought by individuals. Any remedy pursued by the LCHR will be based on the enforcement authority of the Equal Opportunities Ordinance which provides a fair and impartial process for resolving charges of discrimination.

The LCHR also provides community education and technical assistance in order for people to know and understand their rights and responsibilities under the law.

The Equal Opportunities Ordinance

In 1966 the City of Lincoln adopted an Equal Opportunities Ordinance which prohibits discrimination in housing, employment, and in the use of public accommodations.

Coverage includes:

- **sex**
- **age**
- **race**
- **color**
- **religion**
- **national origin or ancestry**
- **disability**
- **retaliation**
- **marital status**
- **familial status***

**covered only in regard to housing*

The Lincoln Commission on Human Rights is open 8 A.M. to 4:30 P.M., Monday through Friday. *There is no charge for our services.* Initially, a staff person will speak with you about your situation. Keep in mind that we only handle discriminatory matters due to race, color, sex, religion, national origin, age *(over 40),* disability, marital status, familial status, or retaliation, which has presumably occurred at your place of employment, your housing, or public accommodation.

Agency Administration

The Ordinance provides for a nine member Commission made up of volunteers who are appointed by the Mayor and confirmed by the City Council. Daily operations are carried out by agency staff who are City employees.

Educational Services

The Commission provides training on any aspect of employment, housing, and public accommodation, at no charge. The purpose of this training is to prevent and eliminate discrimination. These efforts are designed to educate persons about their legal rights and obligations. If you are interested in training, call (402) 441-7624 for more information.

Filing a Complaint

If you believe you have been discriminated against in your employment, your housing or public accommodation, you may be able to file a complaint with the LCHR (if certain requirements are met:)

1) *All complaints must have occurred within one year.*

2) *The entity/landlord you wish to file your complaint against must be located within City limits.*

3) *Your complaint must state a valid case of discrimination.*

The LCHR does not process complaints against City, State or Federal agencies. To find out if the LCHR can accept a complaint, call the LCHR at:

- (402) 441-7624
- (402) 441-8398/TDD)

Following is a tentative time-table of what occurs when a complaint is filed:

- Complaint reviewed.
- Complainant reviews & signs written complaint.
- Complaint sent to Respondent within 10 days by certified mail.
- Respondent has 20 days to respond to charges or choose to settle.
- Within 3-6 months, case is assigned to investigator.
- Complainant notified by mail of assigning & requested to call for rebuttal interview.
- Investigator schedules witness interviews.
- Determination goes before the Commissioners.