

**CIVIL RIGHTS COMMISSION[161]**

**Notice of Intended Action**

**Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)“b.”**

**Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.**

Pursuant to the authority of Iowa Code section 216.5, the Iowa Civil Rights Commission hereby gives Notice of Intended Action to amend Chapter 8, “Discrimination in Employment,” Iowa Administrative Code.

These amendments are proposed to facilitate public access to the administrative rules by clarifying the language through modifications to style and grammar.

Any interested persons may make written comments on the proposed amendments on or before 4:30 p.m. on April 6, 2010. Written comments should be addressed to the Iowa Civil Rights Commission, Grimes State Office Building, Des Moines, Iowa 50319. Comments may also be submitted by fax to (515)242-5840 or by E-mail to [ralph.rosenberg@iowa.gov](mailto:ralph.rosenberg@iowa.gov).

A public hearing will be held in the Commission Office, First Floor South, Grimes State Office Building, East 14th and Grand Avenue, Des Moines, Iowa, from 2 to 4 p.m. on April 6, 2010. At this time, persons may present their views either orally or in writing. Persons who intend to attend the public hearing and have special requirements, such as those related to hearing or mobility impairments, should contact the Commission and advise of specific needs.

The proposed amendments are subject to the Commission’s general waiver provisions found at 161—Chapter 15.

These amendments are intended to implement Iowa Code sections 216.5 and 216.6.

The following amendments are proposed.

ITEM 1. Amend subrule **8.47(1)**, introductory paragraph, as follows:

**8.47(1)** The following situations do not warrant ~~the application of the~~ a bona fide occupational qualification exception:

ITEM 2. Amend paragraph **8.47(1)“a”** as follows:

a. The refusal to hire ~~a woman~~ an individual because of ~~her sex~~ gender, based on assumptions of the comparative employment characteristics of ~~women~~ that gender in general, ~~for example, the assumption that the turnover rate among women is higher than among men;~~