

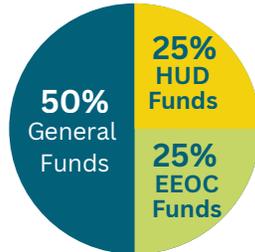


Mission: Provide impartial, efficient, and fact-driven investigative analyses of discrimination complaints filed in Iowa and promotes civil rights outreach and education opportunities throughout the state.

FY 2025 YEAR IN REVIEW

IOCR APPROPRIATIONS \$2,752,067 TOTAL

STATE FUNDS	FEDERAL REVENUE
\$1,385,921	\$1,366,146



AGENCY DEMOGRAPHICS

26/27 FTEs filled

Executive Director

Political Appointee
Confirmed by Senate

- 3 Legal Managers - PSM2
- 4 Attorney 2
- 2 Attorney 1
- 10 Civil Rights Specialists
 - 1 Public Service Supervisor
 - 4 Administrative Staff
 - 1 Education and Outreach Coordinator
 - 2 Temporary Part-Time Staff

ADMINISTRATION & REGULATORY COMPLIANCE

2,227

Complaint Inquiries Received

EMPLOYMENT+ PROGRAM

935

Files submitted to EEOC for Reimbursement

HOUSING PROGRAM

169

Files submitted to HUD for Reimbursement

EMPLOYMENT+

842 TOTAL

TIER 1

LEGAL INVESTIGATIVE REPORTS FY25

145 TOTAL

TIER 2

LEGAL INVESTIGATIVE REPORTS FY25

OVER 600

Iowans Reached Through Outreach Events

26

Educational & Outreach Events

LEGAL VICTORIES

OFFICE OF CIVIL RIGHTS VS. MCKILLIP

Iowa Court of Appeals affirmed IOCR's probable cause determination for sexual harassment in housing - Feb. 2025

LITIGATION

4

CASES REFERRED FOR LITIGATION

6

CASES IN ACTIVE LITIGATION

Legislative Changes

SF418
Removal of gender identity from the Iowa Civil Rights Act

259

Right to Sue Letters Issued

Determinations of Probable Cause

9

76

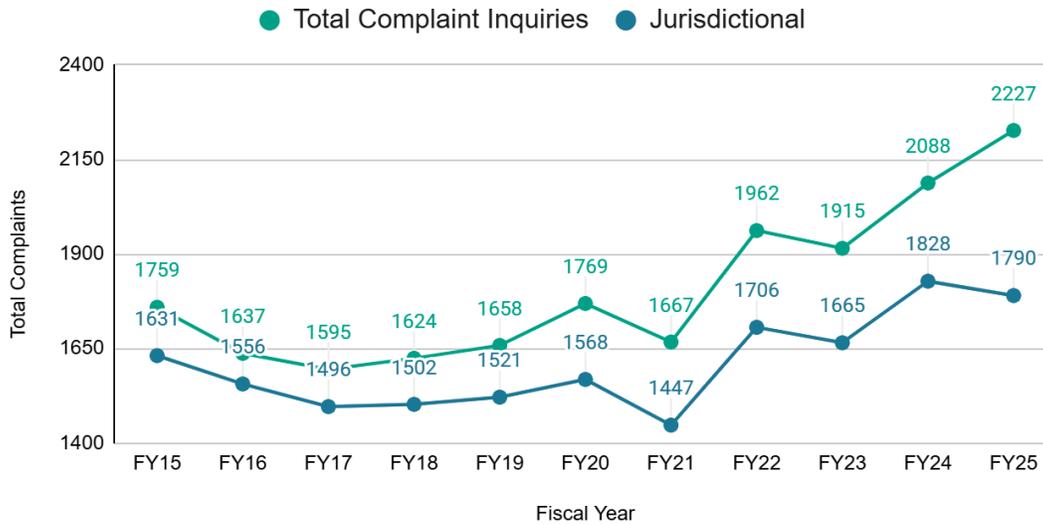
Mediations Conducted

OVER \$273,000

Settlements Paid to Iowans

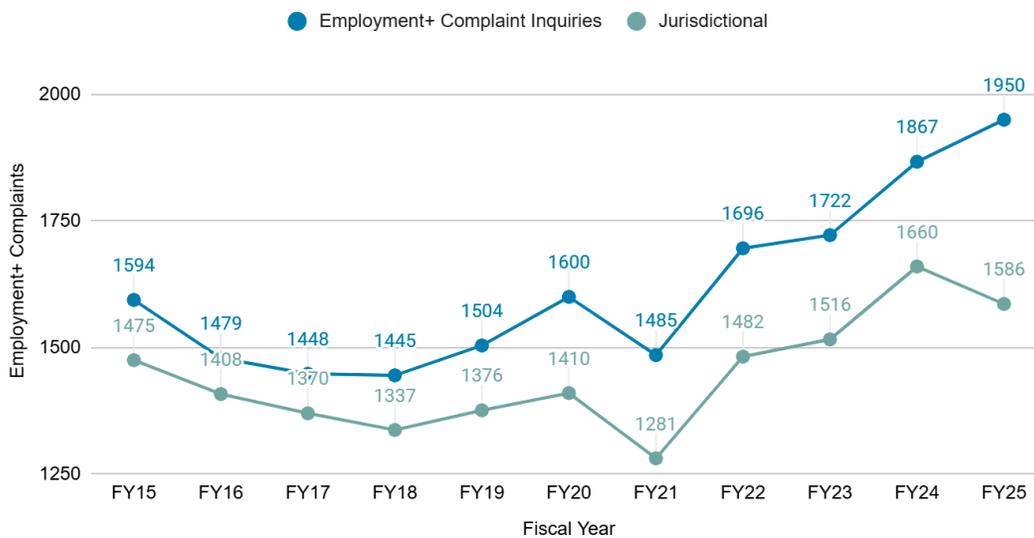
Iowa Office of Civil Rights 10 Year Data Overview

IOCR Total Complaints



Total Complaints and Jurisdictional Complaints

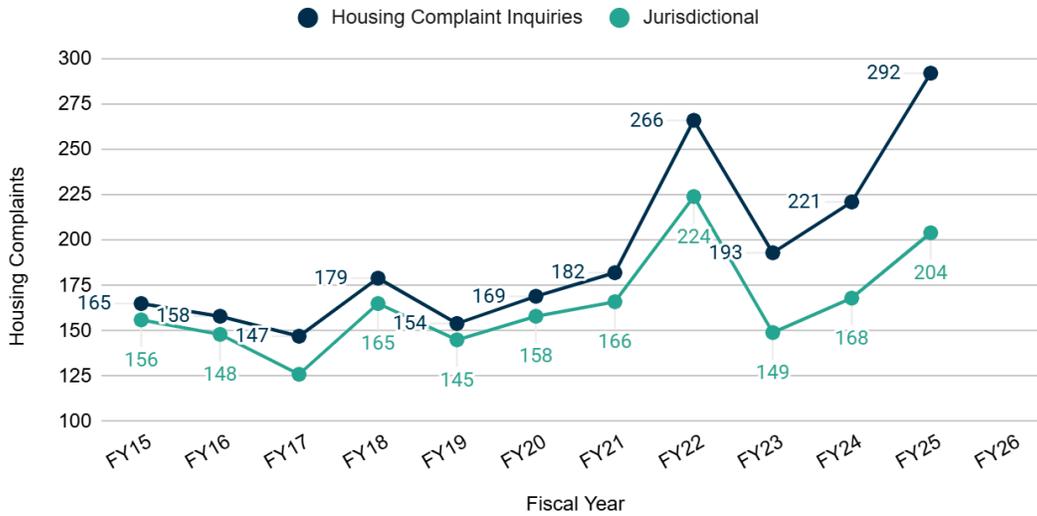
Employment+ Complaints Over 10 Years



Employment+ Complaints

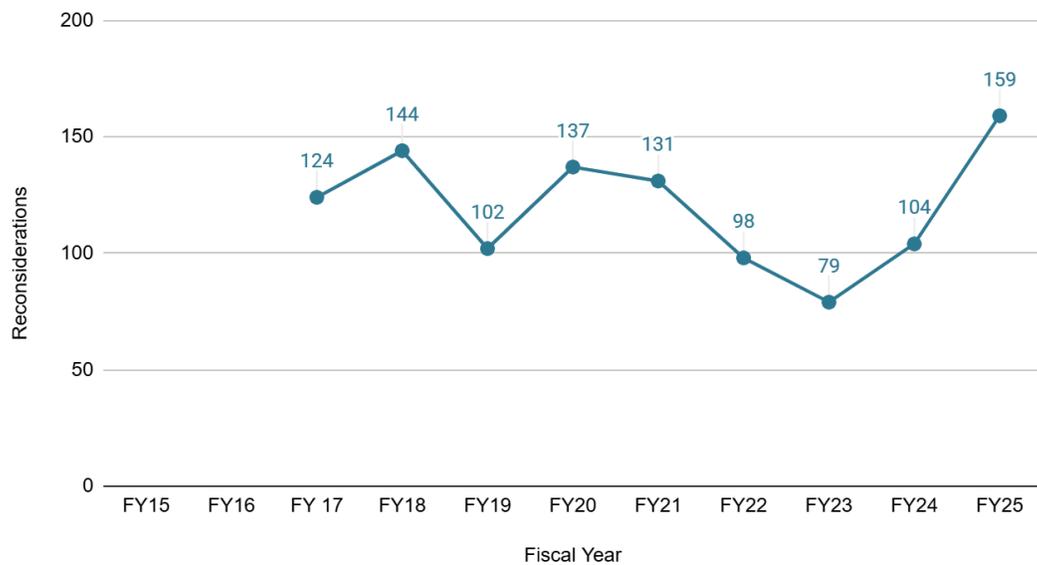
Iowa Office of Civil Rights 10 Year Data Overview

Housing Complaints Over 10 Years



Housing Complaints

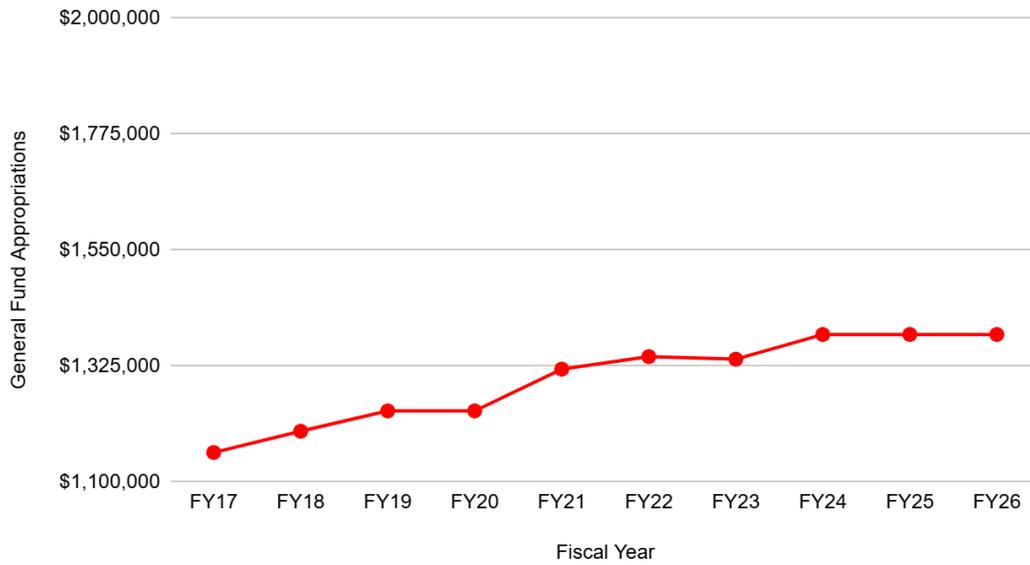
Reconsiderations Over Time



Reconsiderations

Iowa Office of Civil Rights 10 Year Data Overview

Appropriations Over Time



General Fund Appropriations

Brief Outline of the Iowa Office of Civil Rights Complaint Process

Mission Statement: The Iowa Office of Civil Rights (IOCR) provides impartial, efficient, and fact-driven investigative analyses of discrimination complaints filed in Iowa and promotes civil rights outreach and education opportunities throughout the state. The office enforces the Iowa Civil Rights Act and federal laws that prohibit discrimination in the areas of employment, public accommodations, housing, education, and credit.

INTAKE

If the complaint is timely and alleges acts covered by the Iowa Civil Rights Act (ICRA), we mail a copy of the complaint to the complainant and respondent(s) (the person or organization named in the complaint). Information attached to the complaint will also be sent to the Respondent(s).

In addition to copies of the complaint, both the complainant and respondent are sent questionnaires related to the allegations made in the complaint. The complaint and questionnaires are usually mailed within 10 days of the date the complaint is filed.

Parties may answer the questionnaire and/or submit a position statement. Both parties are encouraged to provide any and all relevant information, such as documents, video, or audio recordings.

Each party has thirty (30) days to complete the questionnaire. Either party may request a two-week extension by **calling the IOCR at 1-800-457-4416, 515-281-4121, or by emailing icrc@iowa.gov**. Extensions beyond two weeks will not be granted absent exigent circumstances. If a party needs assistance completing the questionnaire or has questions regarding their response, they should contact the IOCR.

INVESTIGATIVE PROCESS

Once parties' questionnaire responses are received, a civil rights investigator reviews all the available information for the Tier 1 investigation. The IOCR generally does not evaluate credibility of parties' statements at this investigatory stage. At the end of the Tier 1 investigation, all parties will receive a Tier 1 Investigative Report which evaluates whether the complaint warrants further investigation (Tier 2 Investigation) or whether the complaint does not warrant further investigation. IOCR seeks to complete the Tier 1 Investigation within 120 days from the date the complaint is filed; however, it may take longer due to the volume of complaints the IOCR receives and the complexity of some cases.

Further investigation not warranted

The complaint will be administratively closed if the Tier 1 Investigative Report determines further investigation is **not warranted**. The complainant has a right to request reopening of the decision if they disagree with the report's reasoning or have additional information to provide. More information about reopening is provided to the complainant with a letter that notifies them the complaint was closed.

Further investigation warranted

If further investigation is warranted, the parties will be notified and have the opportunity to participate in mediation prior to the Tier 2 Investigation. Respondents will also be sent an Initial Information Request (IIR), which asks for more specific documents related to the issues identified in the Tier 1 Investigative Report. Respondents will have 30 days to provide a response.

For a Tier 2 Investigation, a civil rights investigator may interview parties and witnesses, as necessary, and collect additional documents. At the end of the Tier 2 investigation, the IOCR will either:

- **Administratively close the complaint.** This ends the civil rights investigation, as the information gathered did not indicate a reasonable possibility of a probable cause determination of illegal discrimination. All parties will receive a Tier 2 Investigative Report with the findings of the investigation.
- Make a recommendation of “**probable cause**” or “**no probable cause**” to an Administrative Law Judge (ALJ). Probable cause exists if there are reasonable grounds for believing illegal discrimination has occurred.

If the ALJ finds “probable cause,” the complaint will move to IOCR’s conciliation process.

If the ALJ finds “no probable cause,” the complaint is closed and the complainant loses their right to request a “right-to-sue” letter. The complainant can request reopening of the decision if they disagree with the report's reasoning or have additional information to provide. More information about reopening is provided to the complainant with a letter that notifies them the complaint was closed.

PROCESS AFTER A PROBABLE CAUSE DETERMINATION

After a probable cause finding at the Tier 2 Investigative Stage, the IOCR will attempt to assist the parties in reaching a settlement through conciliation. If that is unsuccessful, the complaint may proceed to an administrative public hearing. The office will provide more details about the conciliation and the public hearing process, as they apply to your case.

OTHER ADMINISTRATIVE PROCESSES

MEDIATION

Mediation through our office is a free, voluntary, confidential process that allows willing parties to resolve the complaint prior to additional investigation. Mediation can occur at any stage in the administrative process; however, mediation most often takes place if further investigation is warranted after the Tier 1 investigation is complete. If mediation is declined by either party or is unsuccessful after the Tier 1 investigation, IOCR will proceed to a Tier 2 Investigation. The office will provide more details about the mediation process as it applies to your case.

RIGHT-TO-SUE

Once the complaint has been on file for 60 days, the complainant has the option of removing their complaint from the IOCR's administrative process to commence a lawsuit in district court. Before filing a lawsuit, the complainant must request a right-to-sue letter from the IOCR. When the right-to-sue letter is issued, the IOCR administratively closes the complaint and will take no further action on the complaint. A lawsuit must be filed within 90 days of the date the IOCR issues the right-to-sue letter; therefore, it is advisable to consult with an attorney before asking for a right-to-sue letter.

Iowa Office of Civil Rights

**Presentation for Administration and
Regulation Appropriations Subcommittee**

March 12, 2026

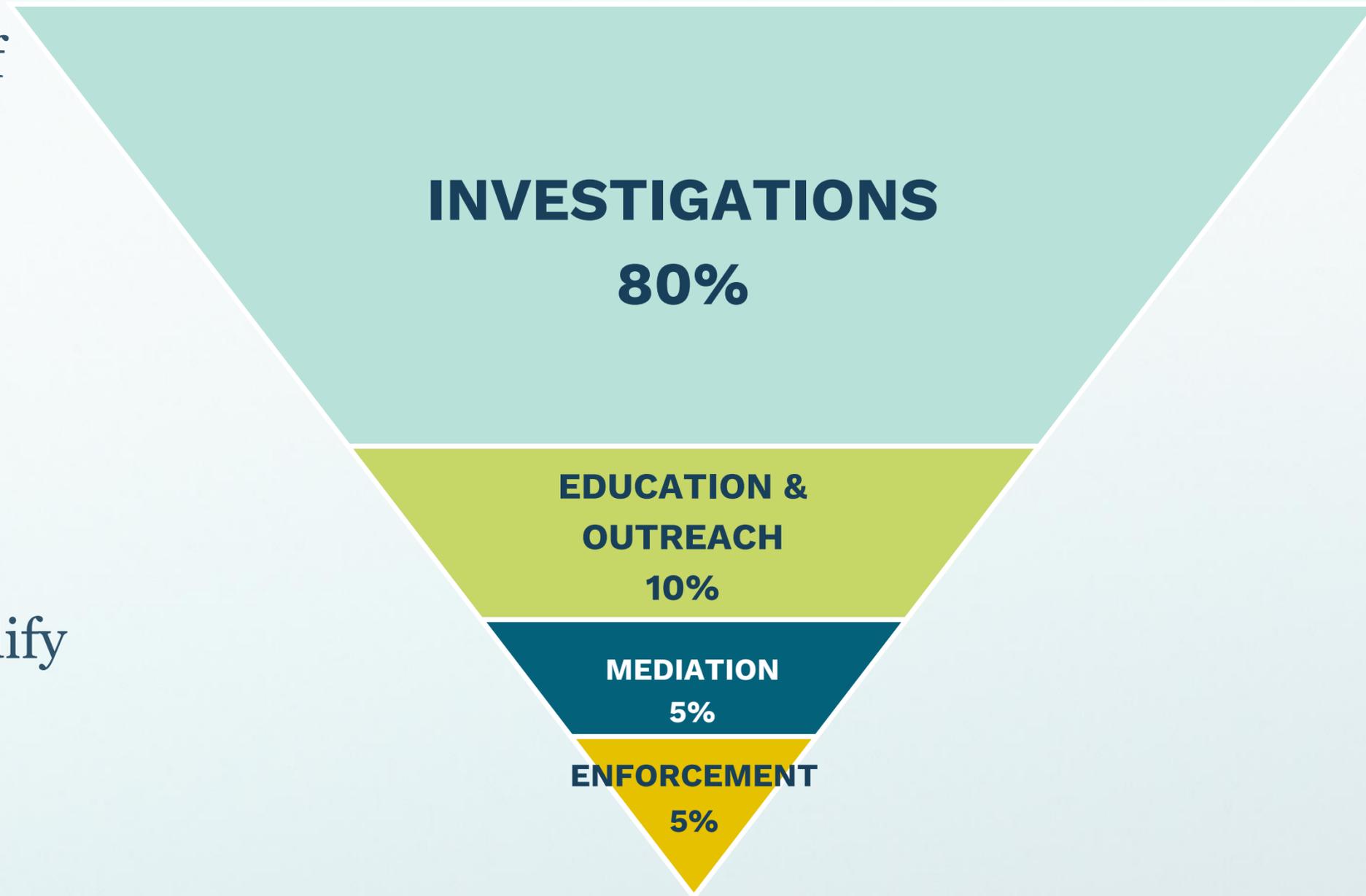


**Office of
Civil Rights**

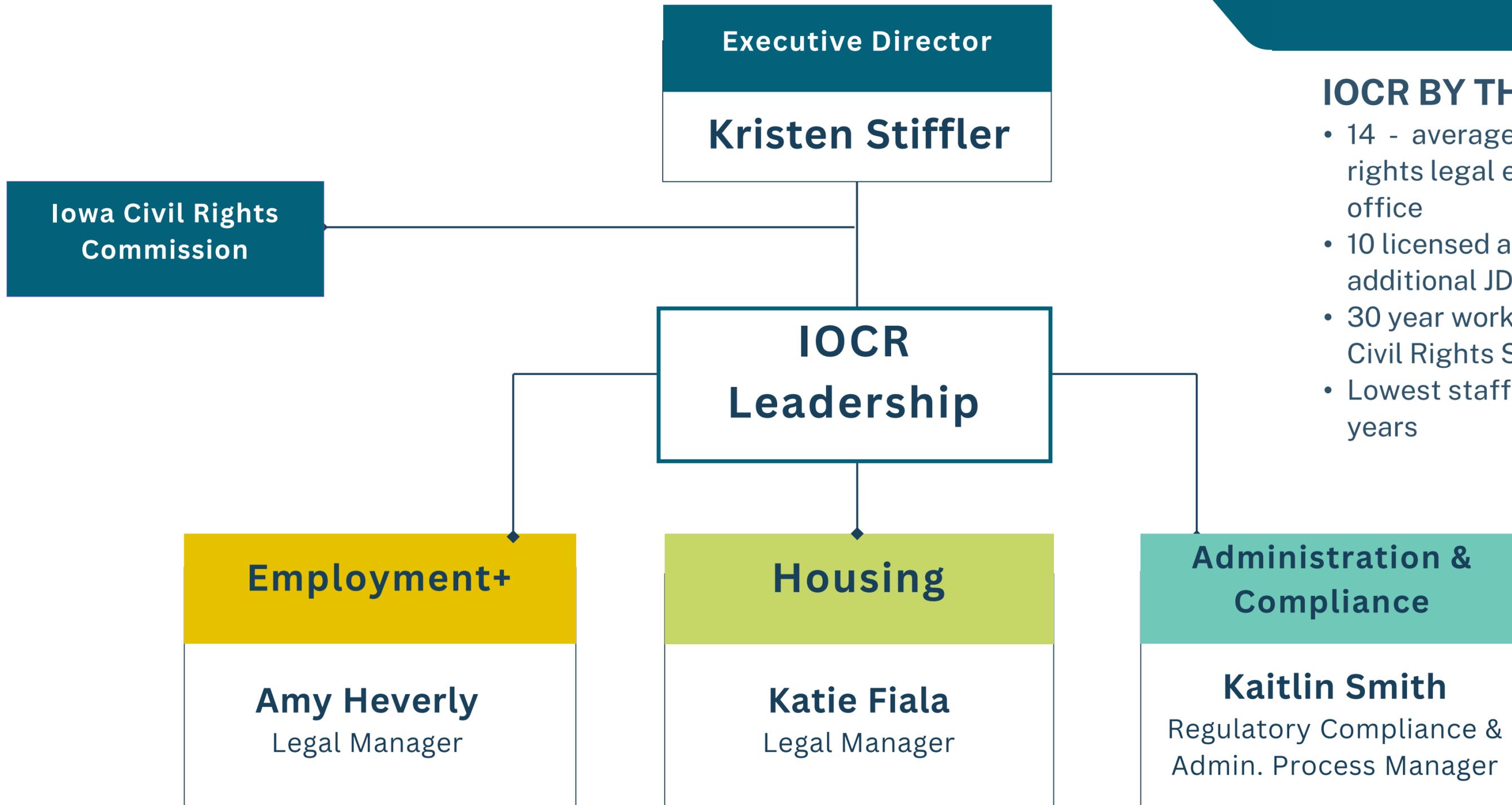
IOCR Overview

Mission: The Iowa Office of Civil Rights (IOCR) provides impartial, efficient, and fact-driven investigative analyses of discrimination complaints filed in Iowa and promotes civil rights outreach and education opportunities throughout the state.

The Iowa Office of Civil Rights was established through the Boards and Commissions Legislation in 2023 to codify and clarify the duties of the agency and Iowa Civil Rights Commission. SF2385



IOCR Organizational Structure



IOCR BY THE NUMBERS

- 14 - average years of civil rights legal experience in the office
- 10 licensed attorneys and 7 additional JDs
- 30 year work anniversary for a Civil Rights Specialist in 2025
- Lowest staff turnover in over 15 years

IOCR Jurisdiction

IOCR has jurisdiction over Iowa Code Chapter 216 (the Iowa Civil Rights Act).

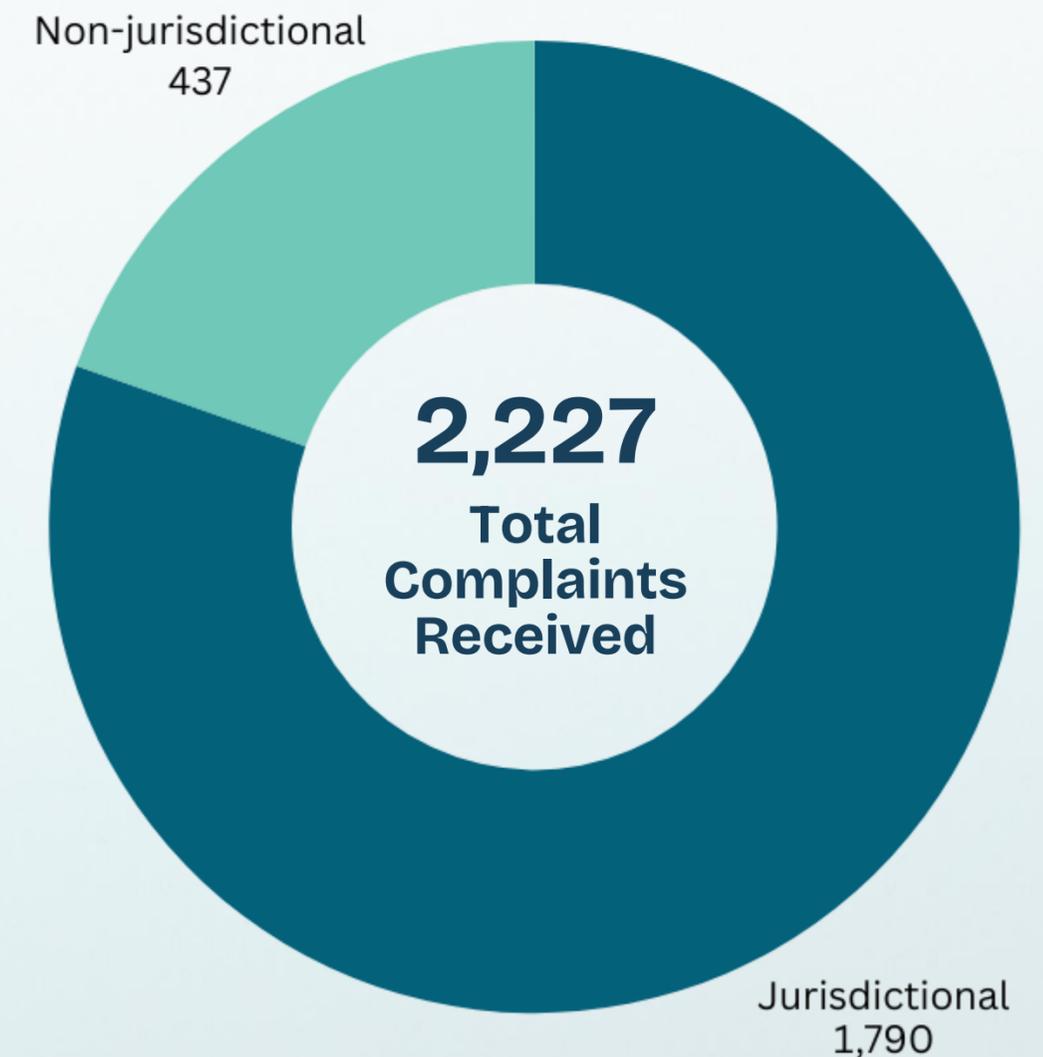
Protected Civil Rights Areas Covered by the Iowa Civil Rights Act

- Employment
- Housing
- Public Accommodation
- Education
- Credit

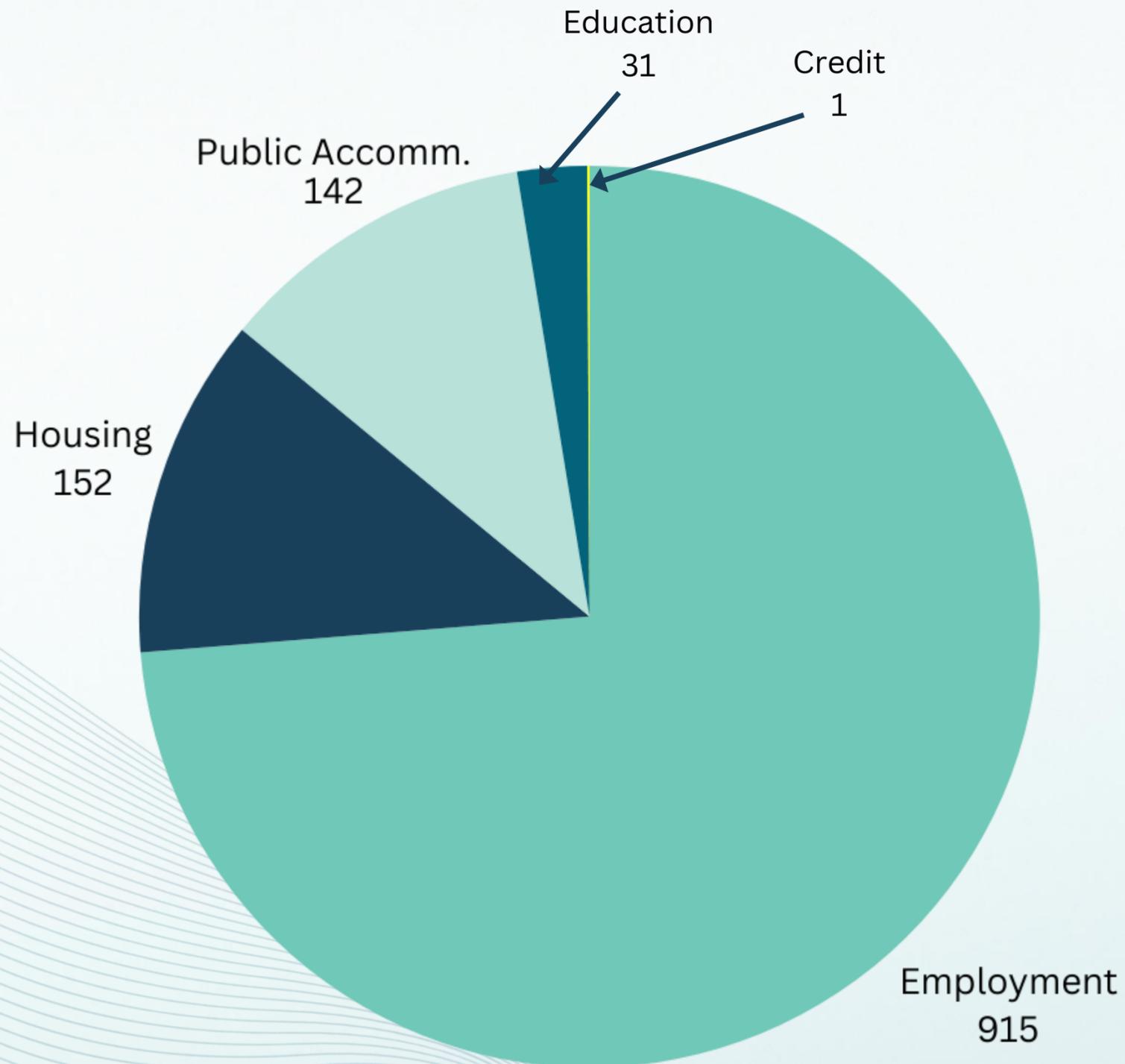


Office of
Civil Rights

Civil Rights Complaints
Received in FY25



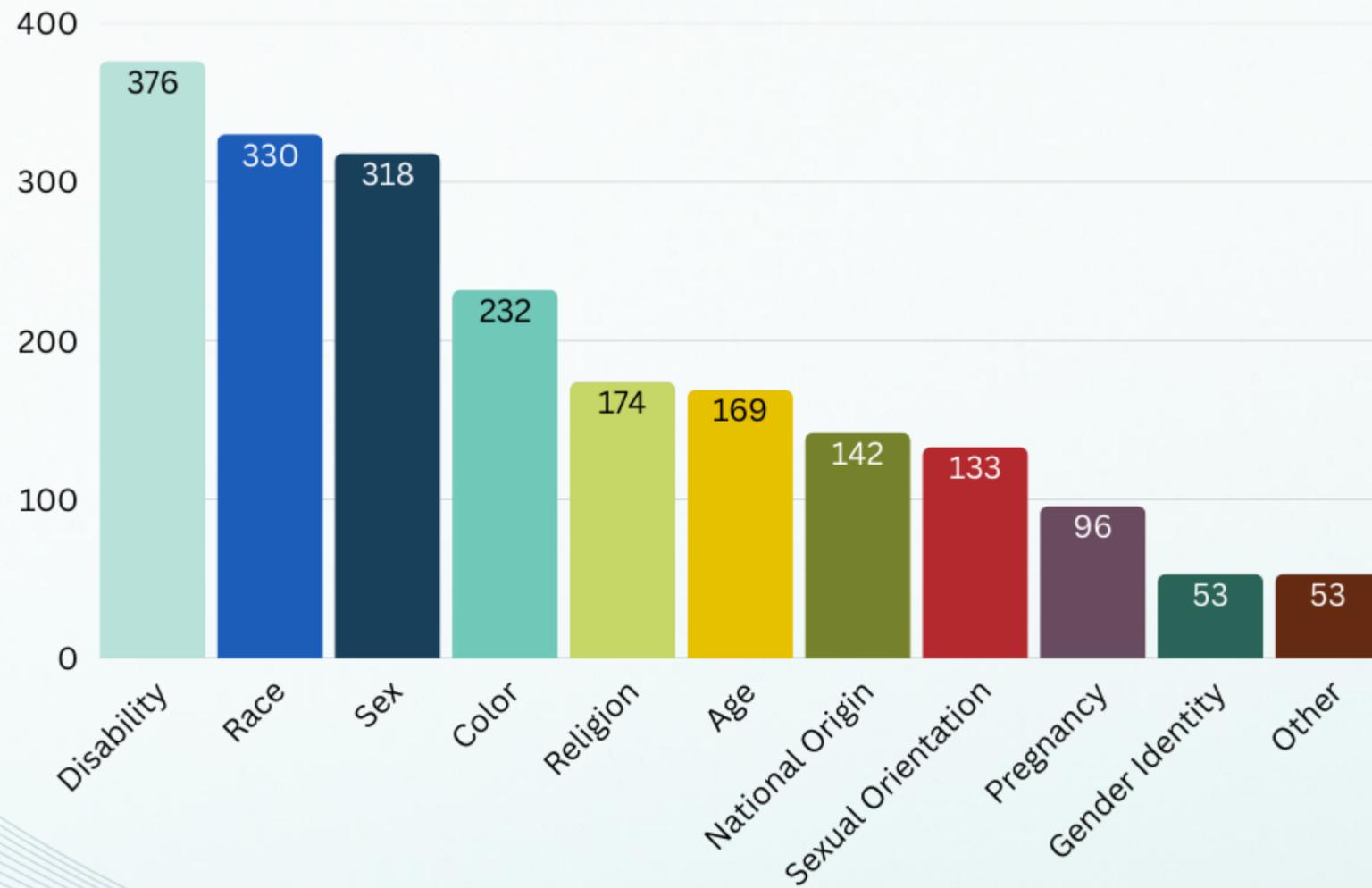
FY25 Closures by Area



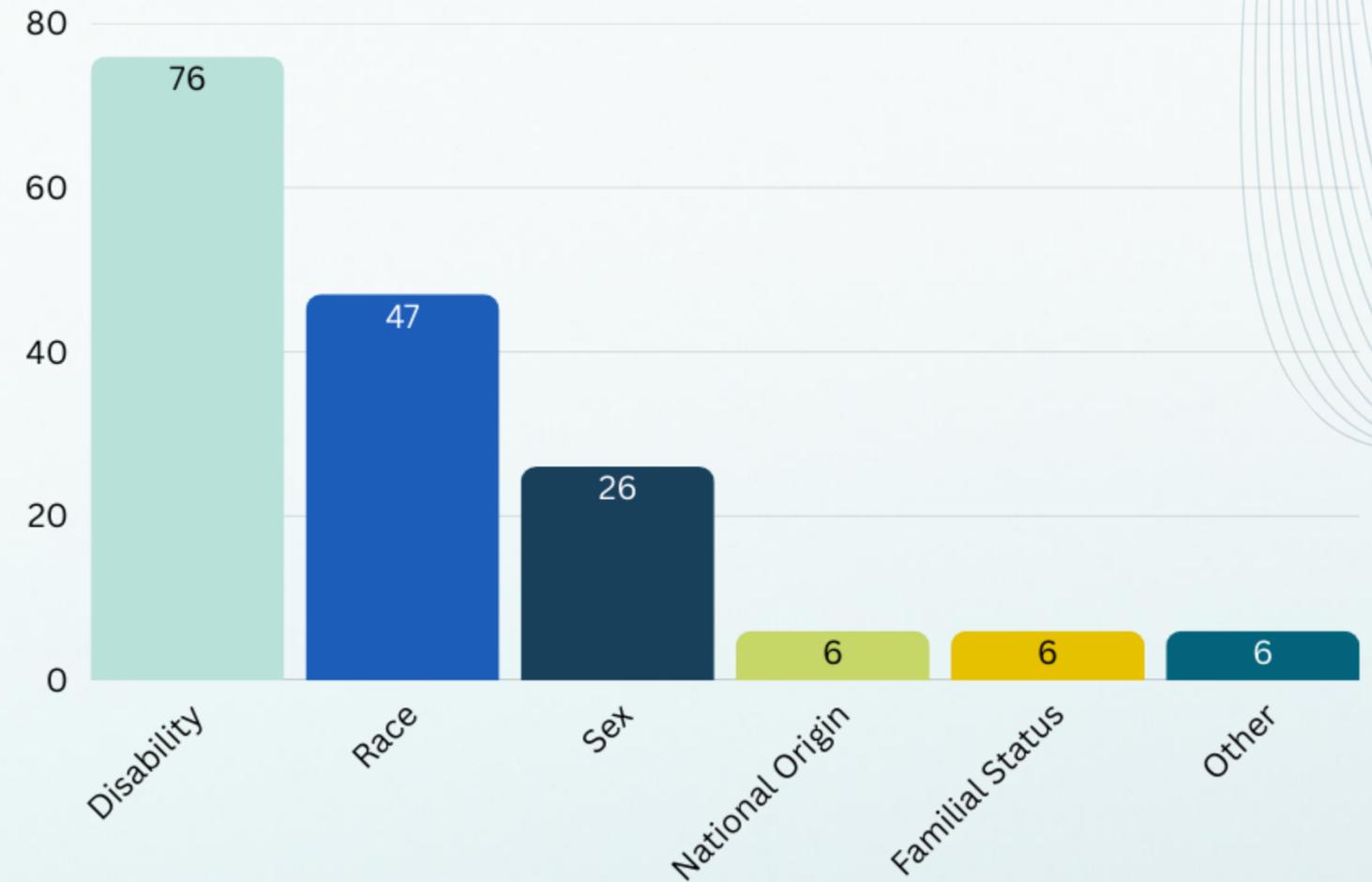
- **Employment - 915**
- **Housing - 152**
- **Public Accommodation - 142**
- **Education - 31**
- **Credit - 1**

Closures by Basis

FY25 Employment+ Closures by Basis

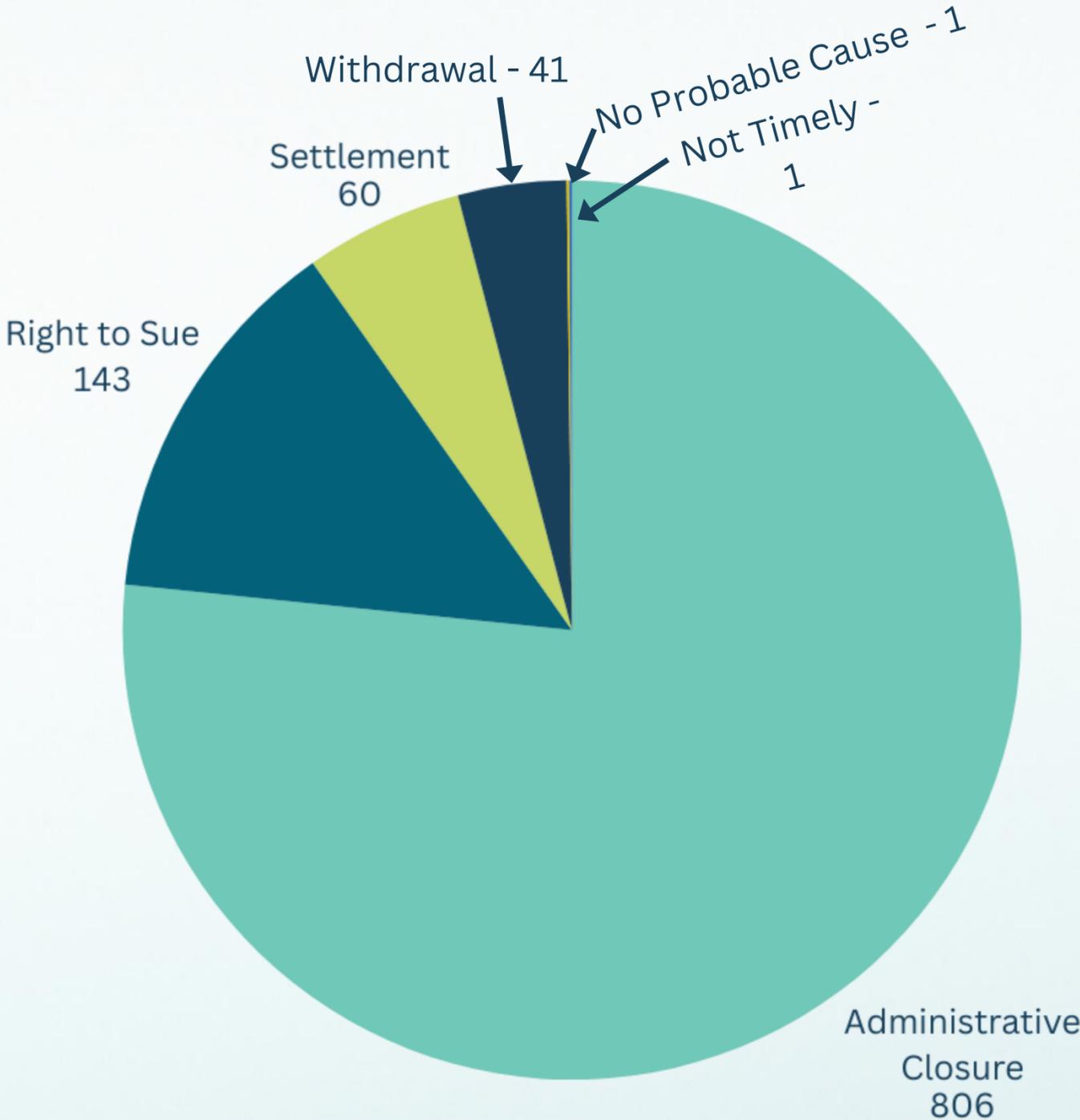


FY25 Housing Closures by Basis

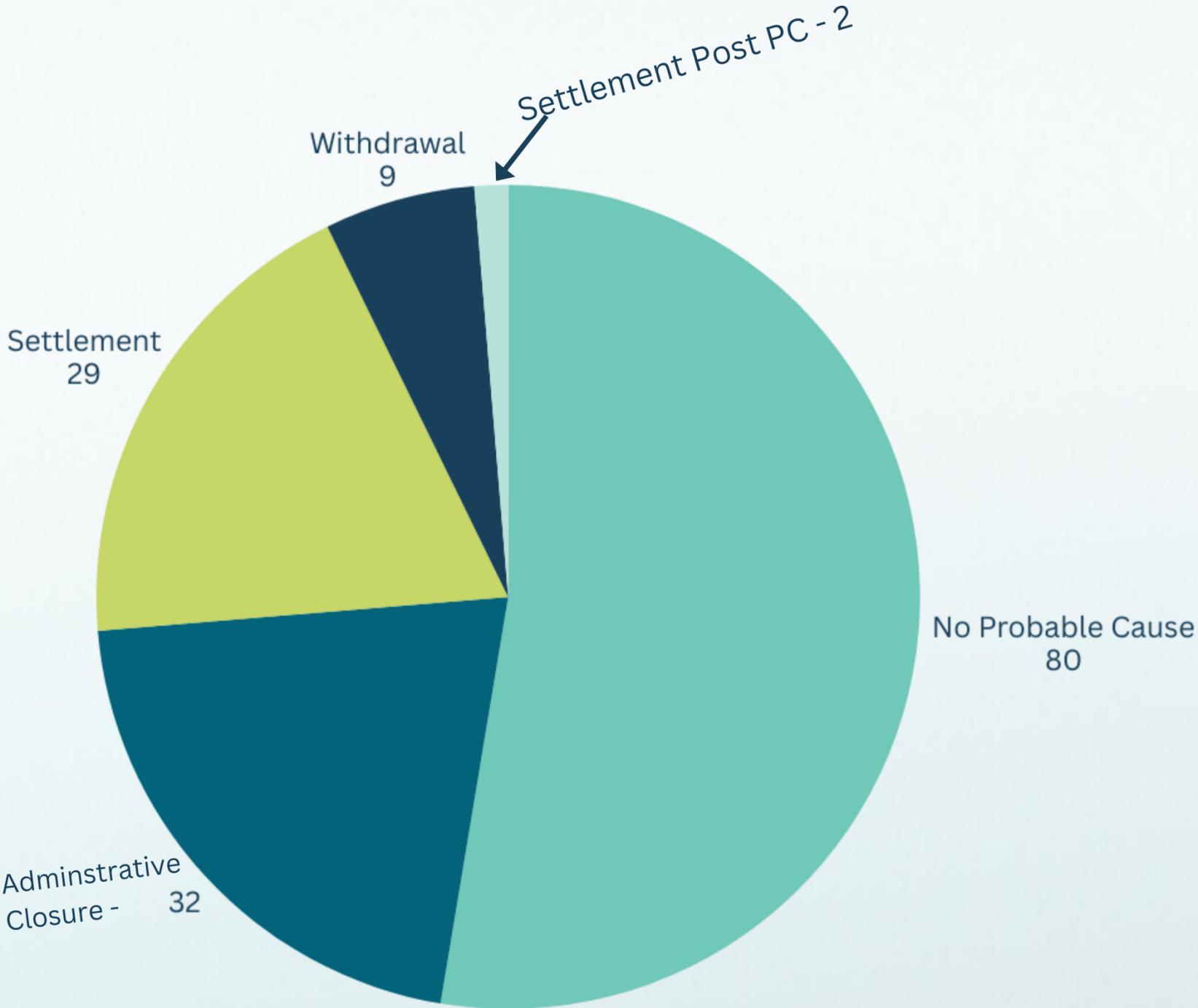


Outcome of Complaints in FY25

Employment+ (Employment, Public Accommodation, Education, Credit)



Housing



FY25 Highlights

ADMINISTRATION & REGULATORY COMPLIANCE

2,227

Complaint Inquiries Received & Processed

EMPLOYMENT+ PROGRAM

917

Investigations submitted under EEOC workshare agreement

HOUSING PROGRAM

169

Investigations submitted under HUD workshare agreement

EMPLOYMENT+

842
TOTAL

TIER 1
LEGAL INVESTIGATIVE REPORTS FY25

145
TOTAL

TIER 2
LEGAL INVESTIGATIVE REPORTS FY25

LEGAL VICTORIES

OFFICE OF CIVIL RIGHTS VS. MCKILLIP

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LITIGATION

4 CASES REFERRED FOR LITIGATION

6 CASES IN ACTIVE LITIGATION

OVER 600

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Educational & Outreach Events

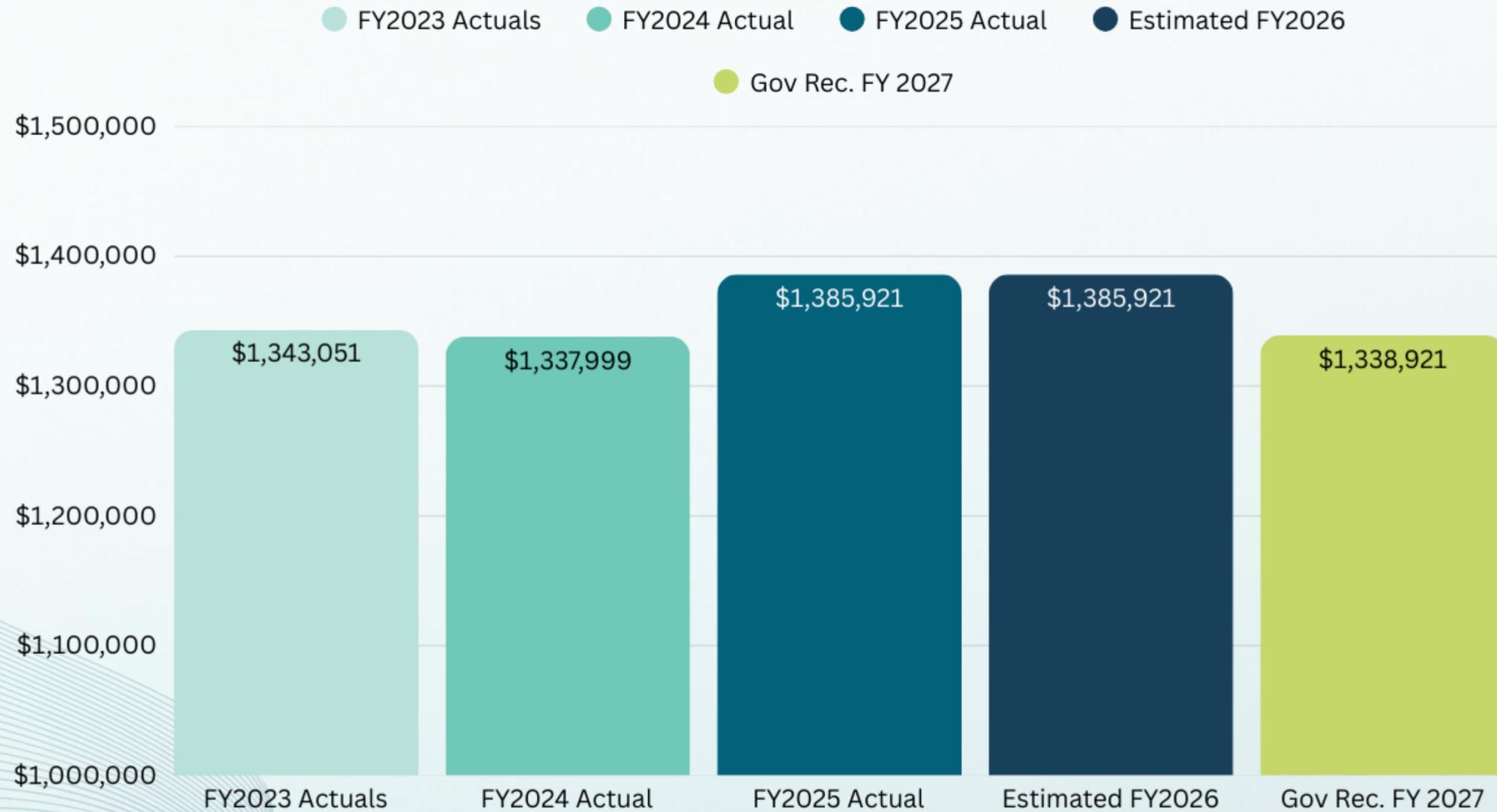
FY 2027 Strategic Initiatives

- **Advance Operational Excellence**
 - Identify and improve program efficiencies utilizing LEAN Six Sigma practices
 - Identify opportunities to ensure accessibility and readability of civil rights laws, rules and processes
- **Elevate Organizational Health**
 - Retain, recruit, and support agency staff
- **Increase Stakeholder Engagement**
 - Identify and improve discourse with diverse stakeholders surrounding civil rights topics

FY 2026 General Fund Request Budget

	<u>Actual FY 2025</u>	<u>Estimated FY 2026</u>	<u>Gov Rec FY 2027</u>	<u>Gov Rec FY 27 vs Est. FY 27</u>
Iowa Office of Civil Rights				
Totals for Iowa Office of Civil Rights	<u>\$ 1,385,921</u>	<u>\$ 1,385,921</u>	<u>\$ 1,338,921</u>	<u>\$ - 47,000</u>

General Fund Appropriation History



Legal News - IOCR

Des Moines landlord ordered to pay \$73,000 for sexually harassing disabled tenant mom

Texts showed the 71-year-old's behavior shifted after single mom denied his advances

“The ICRA’s administrative framework honors agency expertise, preserves judicial resources, resolves matters confidentially, fosters negotiations between the parties, and weeds out unmeritorious claims.”

Fogle on behalf of P.F. v. Clay Elementary School, Nov. 2025

Questions?



**Office of
Civil Rights**