



**Council
Communication**
Office of the City Manager

Date	May 19, 2008
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Agenda Item No.	47
Roll Call No.	<u>08-</u>
Communication No.	<u>08-284</u>
Submitted by:	Rudy Simms, Human Rights Director

AGENDA HEADING:

Expanding time period in which to file civil rights complaints with the Des Moines Human Rights Commission from 180 to 300 days.

SYNOPSIS:

Recommend approving this amendment to expand the time period during which a complaint may be filed with the Des Moines Human Rights Commission from 180 to 300 days. This mirrors an amendment to the State Code for filing civil rights complaints with the Iowa Civil Rights Commission.

FISCAL IMPACT:

Amount: N/A

Funding Source: N/A

ADDITIONAL INFORMATION:

The time in which to file civil rights complaints with the Iowa Civil Rights Commission was recently expanded in the Iowa Code to 300 days. By amending the City Code to a similar filing timeline, this will preserve the right to file for the full amount of time allowed under Iowa law. Since cases may be referred between the Iowa Civil Rights Commission and the Des Moines Human Rights Commission, having a 300 day limitation period at both agencies will save potential confusion by the public and/or the administration.

The EEOC also has a similar 300 day statute of limitations and for comparative purposes HUD has a one year statute of limitations.

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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