

**DUBUQUE HUMAN RIGHTS COMMISSION
ADMINISTRATIVE RULES**

Table of Contents

**CHAPTER 1
RULES OF PRACTICE**

- 1.1 Forms
- 1.2 Definitions

**CHAPTER 2
COMPLAINTS**

- 2.1 Anonymity of Complaint
- 2.2 Access to File Information
- 2.3 Timely Filing of the Complaint
- 2.4 Complaints
- 2.5 Filing of Documents
- 2.6 Notice of Complaint
- 2.6 Technical Effects in Complaint
- 2.7 Preservation of Records
- 2.8 The Complaint
- 2.9 Jurisdictional Review
- 2.10 Right to Sue
- 2.11 Mediation
- 2.12 Administrative Review and Closure
- 2.13 Investigation
- 2.14 Injunctions
- 2.15 Investigative Subpoenas
- 2.16 Procedure to Reopen
- 2.17 Right of Representation

**CHAPTER 3
CONTESTED CASES**

- 3.1 General Provisions
- 3.2 Notice of Hearing and Answer
- 3.3 Amendment
- 3.4 Default
- 3.5 Consolidation and Severance
- 3.6 Filing and Service of Documents
- 3.7 Discovery
- 3.8 Contested Case Subpoenas
- 3.9 Contested Case Motions
- 3.10 Prehearing Conference
- 3.11 Continuances
- 3.12 Telephone Proceedings
- 3.13 Disqualification
- 3.14 Ex Parte Communication
- 3.15 Powers of Hearing Officer
- 3.16 Hearing Procedures

- 3.17 Evidence
- 3.18 Evidence of Past Sexual Practices
- 3.19 Cost of Copies of Record
- 3.20 Post-hearing Briefs
- 3.21 Request to Present Additional Evidence
- 3.22 Proposed Decision
- 3.23 Review of Proposed Decision on Appeal to Commission
- 3.24 Scope of Review by Commission
- 3.25 Interlocutory Appeals
- 3.26 Intervention
- 3.27 No Factual Dispute Contested Case
- 3.28 Awards of Attorney's Fees
- 3.29 Waiver, Modification of Rules
- 3.30 Application for Rehearing
- 3.31 Hearing – Other Reasons
- 3.32 Assessment of Costs of Hearing
- 3.33 Appeals to District Court

**CHAPTER 4
DISCRIMINATION IN CREDIT**

- 4.1 Definitions
- 4.2 Practices prohibited
- 4.3 Credit inquiries
- 4.4 Exceptions

**CHAPTER 5
DISCRIMINATION IN EMPLOYMENT**

**AGE DISCRIMINATION
IN EMPLOYMENT**

- 5.15 Age Discrimination in Employment
- 5.16 Bona Fide Apprenticeship Programs
- 5.17 Employment Benefits
- 5.18 Retirement Plans and Benefit Systems

**DISABILITY DISCRIMINATION IN
EMPLOYMENT**

- 5.26 Disability Discrimination in Employment
- 5.27 Assessment and Placement
- 5.28 Disabilities Arising During Employment
- 5.29 Wages and Benefits
- 5.30 Job Policies

- 5.31 Recruitment and Advertisement
- 5.32 Bona Fide Occupational Qualifications

SEX DISCRIMINATION IN EMPLOYMENT

- 5.47 Sex as a Bona Fide Occupational Qualification
- 5.48 Recruitment and Advertising
- 5.49 Employment Agencies
- 5.50 Pre-employment Inquiries as to Sex
- 5.51 Job Policies and Practices
- 5.52 Separate Lines of Progression and Seniority Systems
- 5.53 Discriminatory Wages
- 5.54 Terms and Conditions of Employment
- 5.55 Employment Policies Relating to Pregnancy and Childbirth
- 5.56 Cease Use of Sex-Segregated Want Ads
- 5.57 Exception to ban on sex-segregation want ads

CHAPTER 6 DISCRIMINATION IN HOUSING

- 6.1 Construction of Chapter
- 6.2 Definitions
- 6.3 Interpretation of Housing Provisions
- 6.4 Aggrieved Person's Action in District Court
- 6.5 Administrative Complaints
- 6.6 Scope of Investigation
- 6.7 Protective Orders
- 6.8 Production of Documents
- 6.9 Procedures for Documents
- 6.10 Witness Interviews

CHAPTER 7 DISCRIMINATION IN PUBLIC ACCOMMODATION

- 7.1 Statement of purpose
- 7.2 Discrimination prohibited

CHAPTER 8 MISCELLANEOUS PROVISIONS

- 8.1 Partial Invalidity
- 8.2 Availability of Rules