

Human Relations Discrimination Complaint – Employment



City of Dallas Fair Housing Office
 1500 Marilla, Room 1BN
 Dallas, TX 75201
 214-670-FAIR (3247)

Instructions: Please type or print this form. Read this form and the instructions on reverse carefully before completing. All questions should be answered. However, if you do not know the answer or if a question is not applicable, leave the question unanswered and fill out as much of the form as you can. Your complaint should be signed and dated. When more than one individual or organization is filing the same complaint, and all information is the same, each additional individual or organization should complete boxes 1 and 6 of a separate complaint form and attach it to the original form. Complaints may be presented in person or mailed to the City of Dallas Fair Housing Office, 1500 Marilla, Room 1BN, Dallas, Texas, 75201.

This section is for office use only:

HR 46 Number:

Jurisdiction:

Signature of office personnel who established jurisdiction:

Yes Additional

Filing Office:

None Informal

§46-1. "It is the policy of the City of Dallas to bring about through fair, orderly, and lawful procedures the opportunity for every person to obtain employment, access to all places of public accommodation, and housing without regard to sexual orientation. This policy is based upon recognition of the rights of every individual to work and earn wages through gainful employment, to obtain and enjoy goods, services, facilities, privileges, advantages, and accommodations in all places of public accommodation, and to obtain housing. The denial or deprivation of this right because of sexual orientation is detrimental to the health, safety, and welfare of the citizens of Dallas and is within the power and responsibility of the City to prevent." §46-5 "This chapter does not apply to: religious organizations; the United States government, and any of its departments or agencies, or any corporation wholly by it; or the government of the State of Texas or any of its departments, agencies, or political subdivisions." §46-4 "Employer means any person who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and includes any agent of such a person." (Chapter 46, City Ordinance No. 24927)

1. Name of aggrieved person(s) or organization(s) (last name, first name, middle initial)
 (Mr., Mrs., Miss, Ms.)

Home Telephone: ()

Street Address (City, country, State and zip code)

Alternate Telephone: ()

Email address:

2. Against whom is this complaint being filed? (Last name, first name, middle initial)

Telephone: ()

Street Address (City, county, State and zip code)

3. Check applicable box or boxes which describe(s) the party named above:

Employer or Supervisor Employment Agency Labor Organization Training Program Notices and Advertisements
 (Current, Former, or Prospective)

4. If you named an individual above who appeared to be acting for a company in this case, check this box and write the name and address of the company in this space.

Name:

Address:

5. Name and identity of others (if any) you believed violated the law in this case:

6. Do you believe that you were discriminated against because of your sexual orientation in an employment situation?

Yes

No

Other basis for discrimination? Please explain for referral purposes:

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Type of Complaints (Check all that apply)

I. EMPLOYMENT

A. What did the person you are complaining against do? Check all that apply.

Employer

- Fail or refuse to hire
- Discharge/Terminate
- Discriminate against any person with respect to compensation, terms, conditions, or privileges of employment
- Limit, segregate, or classify employees or applicants in any way that would deprive or tend to deprive a person of employment or employment opportunities, or that would otherwise adversely affect a person's status as an employee

Employment Agencies

- Fail or refuse to refer to employment, or otherwise discriminate
- Classify or refer for employment because of your sexual orientation

Labor Organizations

- Exclude or expel from membership
- Fail or refuse to refer for employment
- Limit, segregate, or classify members or applicants for membership in any way that would deprive or tend to deprive a person employment or employment opportunities, or that would otherwise adversely affect a person's status as an employee or as an applicant for employment
- Cause or attempt to cause an employer to discriminate

Training Programs

- Failure to admit or failure to hire in any program established to provide apprenticeship or other training

Notices and advertisements

- Print or publish, or cause to be printed or published, any notice or advertisement relating to:
 - (a) employment by the employer;
 - (b) membership in or any classification or referral for employment by the employment agency;
 - (c) admission to, or employment in, any program established to provide apprenticeship or other training by the joint labor-management committee that indicates any preference, limitation, specification, or discrimination based on sexual orientation

B. When did the act(s) checked above occur? (Include the most recent date if several dates are involved.) _____

C. If applicable: Date hired: _____ Position at the time of hire: _____

D. Are you presently employed with the employer, contracted with the employment agency or enrolled in the training program? Yes No
If yes, current position: _____
If no, date employment, assignment or training ended, or employment denied: _____

E. Summarize in your own words what happened. Use this space for a brief and concise statement of the facts. Additional details may be submitted or an attachment. Note: The City of Dallas will furnish a copy of the complaint to the person or organization against whom the complaint is made.

II. INTIMIDATION, RETALIATION, AND COERCION

A. Did the person you are complaining against harass, threaten, harm, damage, or otherwise penalize a person for opposing an unlawful practice, filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under the City of Dallas Ordinance Chapter 48? Yes No

B. Summarize in your own words what happened. Use this space for a brief and concise statement of the facts. Additional details may be submitted or an attachment. Note: The City of Dallas will furnish a copy of the complaint to the person or organization against whom the complaint is made.

I declare under penalty of perjury that I have read this complaint (including any attachments) and that it is true and correct.

Signature: _____ Date: _____