

## What is the Human Relations Commission?

The Human Relations Commission (HRC) was established by the City of West Lafayette to protect the rights of our citizens and to ensure that West Lafayette remains a fair and inclusive community.

The Commission is made up of nine members, who are appointed by the mayor and serve without pay. The powers and authorities of the Commission are set forth by City Ordinance 11-68 as amended, in accordance with Indiana state law.

The Commission is empowered to review complaints of discrimination received by the City, investigate those complaints, and work with the parties involved to reach a resolution. In addition to resolving complaints, the Commission may conduct educational efforts which aim to foster understanding, tolerance, and respect among the members of our diverse community.

# West Lafayette Human Relations Commission

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*The City of West Lafayette values diversity in people, business, and ideas. We are committed to fostering a community of respect and understanding and providing equal rights and opportunities to all citizens by eliminating discrimination in housing, employment, education, and public accommodation.*

## CONTACT US



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## What is discrimination?

The City of West Lafayette defines discrimination as any difference in the treatment of a person solely in the basis of their age, sex, race, religion, national origin, ancestry, disability status, familial status, sexual orientation, gender identity, gender expression, veteran status, or status with regard to public assistance.

## What type of complaints may be heard?

The Commission is authorized to consider complaints of discrimination on the basis of the classes described above in the areas of housing, employment, education, and public accommodation (any public space or place of business that is open to the public). Any incident which occurs within the West Lafayette city limits is subject to the Commission's jurisdiction.

## When should complaints be filed?

Complaints should be filed as soon as possible and will be considered for up to 90 days following the incident.



## Should I attempt to resolve the situation on my own?

The Commission encourages those who are comfortable doing so and do not feel threatened to make efforts to discuss and resolve their complaint directly with the party or parties involved. If these efforts are unsuccessful and you still feel you have been wronged, consider filing a complaint.

## How do I file a complaint?

Please contact the Mayor's Office by phone at (765) 775-5100 to initiate a complaint. Complaint forms may also be downloaded and printed from the city's website. Completed forms may be submitted by mail or in person to City Hall (609 West Navajo Street, West Lafayette).

## How will my complaint be handled?

The major objective of the process is to eliminate discriminatory practices, not to punish people. The Commission may counsel or give advice to parties on how best to resolve a complaint. When incidents of discrimination or unfair treatment are brought to its attention, the Commission will investigate properly filed complaints. The commission may try to mediate and find an equitable solution to a complaint if there is probable cause to believe that discrimination has occurred. If mediation is not successful or is not appropriate, the case may be set for hearing or referred to other appropriate agencies for investigation and resolution. It is unlawful for any person to retaliate against someone for filing a complaint.

## What if the incident occurs at Purdue?

Student, staff or faculty members who believe they have experienced discrimination on campus or while participating in a University activity and wish to file a complaint should contact Purdue's Office of Institutional Equity at (765) 494-7253 or [equity@purdue.edu](mailto:equity@purdue.edu).