



## WHAT IS THE COMMUNITY RELATIONS COMMISSION?

The Baltimore Community Relations Commission is the city agency that investigates claims of discrimination and assists people that have experienced discrimination by enforcing the laws that protect them.

We are a federally recognized fair employment practices agency (FEPA) and work alongside the Equal Employment Opportunity Commission (EEOC).

## WHO IS COVERED?

Anyone who experiences discrimination in Baltimore City, regardless of residency, has the right to file a complaint. If you believe that you have been discriminated against, you should contact the Baltimore City Community Relations Commission.

## WHAT IS DISCRIMINATION?

Discrimination is any difference in treatment of a person because of race, color, religion, national origin, ancestry, sex, age, marital status, physical or mental disability, sexual orientation, gender identity, or expression.

**DISCRIMINATION IS AGAINST THE LAW. YOU HAVE THE RIGHT TO BE FREE FROM DISCRIMINATION IN THE CITY OF BALTIMORE.**

## WHAT IS THE PROCESS?

A Community Relations Commission staff member will assist you in filing a charge of discrimination so that it is in proper legal format. The staff member is a neutral party who will attempt to find a mutually agreeable resolution between you and the company or agency. If no agreement can be reached, the staff will conduct an extended investigation. The case may proceed by settlement, hearing, or by court filing.

During the process, your employer may not fire, demote, harass or “retaliate” against you for filing a charge. If you believe you have been retaliated against, you should contact the investigator assigned to your complaint.

## PROTECT YOURSELF

If you believe you are experiencing discrimination you should act on it right away. Even if it is just a note on your calendar, document every conversation. Save any documents related to the alleged discrimination. Also, do not delay in contacting our office to file a complaint.

If there are any witnesses, you can ask them to give you a written statement. The written statement can be given to the Community Relations Commission as part of your complaint.



## HAVE QUESTIONS?

If you need more information about the Community Relations Commission, you may contact the Community Relations Commission by:

Phone: **410.396.3141**

Email: **CRCIntake@baltimorecity.gov**

Website: **www.civilrights.baltimorecity.gov**

## THESE ARE YOUR RIGHTS:

**EMPLOYMENT:** Employers are not allowed to discriminate in decisions regarding hiring, tenure, promotion, terms, conditions, and privileges of employment.

**EDUCATION:** It is illegal for any educational institution to discriminate in admissions, access to facilities, participation in extra-curricular activities, course enrollment, or setting of rates, fees, and tuition.

**HOUSING:** Any person who is authorized to sell, rent, lease, sub-lease, or manage a dwelling is not allowed to discriminate in negotiations, rental, or sale of a dwelling. It is also illegal to falsely claim that a dwelling is not available for sale or for rent.

**FINANCIAL PRACTICES:** Financial institutions are prohibited from discriminating when extending loans for the purchase or improvement of a home.

**HEALTH AND WELFARE:** Health and welfare agencies, both public and private, that receive public funds cannot discriminate. This includes hospitals, nursing homes, counseling centers, and community service centers.

**PUBLIC ACCOMMODATIONS:** It is unlawful for a person, business or organization that provides service, or makes facilities available to the public, to discriminate. This includes businesses like hotels, restaurants, movie theaters, clubs, etc.

## Baltimore City Office of Equity and Civil Rights

7 E. Redwood Street, 9th Floor  
Baltimore, Maryland 21202

410.396.3141

Fax: 410.244.0176

[www.civilrights.baltimorecity.gov](http://www.civilrights.baltimorecity.gov)

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Baltcivilrights](https://www.facebook.com/Baltcivilrights)

**Baltcivilrights** Twitter:

**@Baltcivilrights**



Equity and Civil Rights

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## Baltimore City Community Relations Commission



## HOW TO FILE A DISCRIMINATION COMPLAINT

7 E. Redwood Street, 9<sup>th</sup> Floor

Baltimore, MD 21202

410-396-3141

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