



## **Ferguson Human Rights Commission Complaint Form Explanation And Process**

### *What are human rights?*

Human rights are rights that all human have, simply because they are human. There are many historical documents that cover human rights but the Universal Declaration of Human Rights, passed by the United Nations after World War II, is the most important worldwide document. In the United States, Federal, State, and local laws cover rights of American citizens. Sometimes these rights are called civil rights. Ferguson's Human Rights laws, or Ordinance, can be found in Chapter 21 of the City's Municipal Code.

### *What human rights are covered by City Ordinance in terms of making a complaint to the Ferguson Human Rights Commission?*

The City of Ferguson prohibits discrimination in the areas of housing, public accommodations, and employment. The rights of all people in Ferguson are protected by law regardless of age as it relates to employment, race, color, religion, sex, national origin, ancestry, marital status, handicap, sexual orientation, gender identity, or familial status as it relates to housing.

### *How will my complaint be handled? What is the process?*

The first step is to fill out a complaint form. Be as specific as possible. File your complaint at City Hall or through the Human Rights Commission page located on the City's website, [www.fergusoncity.com](http://www.fergusoncity.com). You will receive a letter acknowledging that your complaint was received. The complaint will be shared with the Ferguson Human Rights Commissioners. If mediation with other parties does not resolve your complaint, Commissioners will commence an investigation. After an investigation, the Commissioners will make a recommendation to the Ferguson City Council on your case. The City Council may refer the case to appropriate Federal or State agencies, or to local courts. You will receive a response by mail on your case. Remember that your complaint is a matter of public record and anonymous complaints will not be considered.

### *Can I file a complaint to the Missouri Commission on Human Rights?*

Yes, you may also file a complaint to the Missouri Commission on Human Rights, which is part of Missouri's Department of Labor and Industrial Relations. However, state law is different from Ferguson's Ordinances, and discrimination based on sexual orientation, for instance, is not covered. To read more about human rights as covered by Missouri Law, please refer to the Missouri Commission on Human Rights website at <http://labor.mo.gov/mohumanrights>.

### *What if I have a complaint about a Ferguson police officer?*

The Ferguson Human Rights Commission does not review complaints about Ferguson police policy or actions. Please consult with the Ferguson Civilian Review Board for information on how to file a complaint regarding the Ferguson Police Department.

### *Who should I contact for more information?*

The Ferguson Human Rights Commission web page can be found on the City of Ferguson's website at [www.fergusoncity.com](http://www.fergusoncity.com). Please contact City Clerk Octavia Pittman at [opittman@fergusoncity.com](mailto:opittman@fergusoncity.com) for more information.