

The purpose of the Human Rights Commission is to prevent or eliminate discriminatory practices

PLACE  
STAMP  
HERE

The HRC focus areas are:  
Housing, Employment and  
Public Accommodations



# Ferguson Human Rights Commission

**Providing Rights For All**



## Who We Are

- The purpose of the Human Rights Commission is to prevent or eliminate discriminatory practices. The Commission cooperates with and render technical assistance through federal, state or other public or private agencies, organizations and institutions which are forming or carrying out programs to prevent or eliminate such discriminatory practices. The Commission makes recommendations to the city council with regard to actions, policies or legislation in furtherance of the policy to prevent or eliminate discriminatory practices. The Commission has the following functions, powers and duties:
  - (1) To receive and investigate complaints alleging any discriminatory practices made unlawful in regards to:
  - Discrimination in Housing.
  - Discrimination in Employment
  - •Discrimination in Public Accommodations
  - (2) To provide third party mediation services to resolve incidences of alleged discriminatory practices.
  - (3) To cooperate with other organizations, private and public, to discourage discrimination.
  - (4) To encourage fair treatment for all persons 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.
  - (5) To advise the city council on human rights issues.



- (6) To sponsor or initiate specifically targeted workshops and on-going programs to improve human relations and to decrease tensions in the city.
- (7) To adopt rules, regulations and guidelines pertaining to the investigation and disposition of complaints consistent with the provisions of this chapter.
- (8) To make recommendations to the city manager for funding for funding human rights enhancement activities.

### What are Human Rights?

Human rights are rights that all humans 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 There are many historical documents that cover human rights but *The Universal Declaration of Human Rights*, passed by the United Nations after World War II, is the most important worldwide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 based the Bill of Rights to the U.S. Constitution. Sometimes these rights are called civil rights. Ferguson's Human Rights law, or ordinance, can be found in Chapter 21 of the City's Municipal Code.

### Process of Filing a Human Rights Complaint:

- 1. Fill out a complaint form online at [www.fergusoncity.com](http://www.fergusoncity.com) or in person at City Hall. No anonymous complaints accepted!
- 2. You will receive a letter acknowledging your complaint.
- 3. If mediation does not resolve the complaint, an investigation will be completed.
- 4. After the investigation, the HRC makes a recommendation to the City Council.
- 5. The City Council may refer the case to appropriate Federal or State agencies, or to local courts.
- 6. You will receive a response by mail on the decision in your case.

## How To File A Complaint

- Complaints can be made at City Hall by filing out a Complaint Form.
- Complaints can be filled online on the Ferguson City under "Forms."
- You can also file a complaint with Missouri Human Rights Commission.
- All complaints must be made within 180 days of the incident.

## Key Offerings

- The Human Rights Commission is comprised of seven individuals appointed by the Mayor, with the approval of the Council, per Article II of the City Code. The Commission meets the 3rd Monday of the month at 5:00 pm at City Hall. All are encourage to attend

## Contact Us

Ferguson Human Rights Commission  
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Visit us on the web:  
[https://www.fergusoncity.com/](http://www.fergusoncity.com/)