

Registration Form

2nd Annual Iowa Civil Rights Symposium		Cost: \$100.00*	
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Please return payment to:

Iowa Civil Rights Commission
 Grimes State Office Building
 400 E. 14th Street
 Des Moines, IA 50319-0201
 Attn: Diana Sisler
 (515) 281-0302

*Lunch and beverage service included in the cost, Students, state-employed attorneys, and Local Commissioners pay \$25.00

Address Correction Required

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Visit our website at
<https://icrc.iowa.gov/>
 The symposium has been submitted for 6 federal CLE credits and 6 hours of state credit including 1 hour of ethics



2nd Annual Iowa Civil Rights Symposium

Basic

Elementary My Dear Watson: A Primer for the Civil Rights Investigator

Training from ICRC investigators on how to conduct a civil rights investigation.

Not So Blurred Lines: Harassment in the Workplace

Discuss the legal elements and the ICRC's method of analyzing hostile work environment and tangible job action claims. Review the framework for the employer's affirmative defense to supervisor harassment, the elements of the various stages of a case analysis, and several fact patterns of harassment.

No Burqas? No Wheelchairs? No Service! An Overview of Public Accommodations

Review the legal framework for analyzing public accommodation discrimination under the Iowa Civil Rights Act. Address the standard Fashion Bug framework as well as the modified framework used for cases involving law enforcement. Discuss nuanced examples of possible discrimination in health clubs, dressing rooms, bars, police services, and other public accommodations.

2014: A Case Odyssey

Review of recent appellate court decisions relating to state and federal anti-discrimination laws.

Practitioner Panel

Beth Townsend, ICRC Director and Katie Fiala, Iowa Assistant Attorney General, Moderators.

Ethics

Ethics, You, and the Iowa Civil Rights Commission

Cover ethical issues involving communication and confidentiality as applied to representing clients in matters with the Iowa Civil Rights Commission. Review of relevant sections of the Iowa Rules of Professional Conduct, the Iowa Code, the Iowa Administrative Code, and case law will be included.

Advanced

Why Can't We Be Friends? Answers to This and Other Perplexing Mediation Questions

A review of the law and strategies for achieving resolutions through mediation, including audience questions about mediation based on the requirements of the ICRA and examples from real-life experiences.

The ABCs of LGBTQ: Education and the Iowa Civil Rights Act

Define and explore gender identity and specifically address gender identity discrimination in the education context, including protections and remedies available for LGBTQ students under the ICRA and Iowa's anti-bullying law.

We Can Work It Out: Responsibilities of Employees and Employers in the Search for Reasonable Accommodations

Examine how discussions for reasonable accommodations begin, what is required during the interactive process, and affirmative defenses for employers.

The Times They Are A-Changin'—An examination of issues involving race, national origin, and ethnicity in the contemporary workplace

Cover how immutable characteristics play into discrimination complaints, English only policies in the workplace, immigration status as it relates to civil rights, and practical applications for maintaining cultural competency in a diverse workplace.

Justified? Affirmative Defenses to Civil Rights Claims

An examination of what are and are not affirmative defenses under state and federal anti-discrimination laws.

Housing

Discriminatory Practices in Housing

Address basic questions about housing discrimination and provide information about processing a complaint of housing discrimination filed with the Commission.

Dogs, and Monkeys, and Horses, OH MY!

Discuss the differences between service and companion/emotional support animals under the Fair Housing Act versus the Americans with Disabilities Act.

Effective Advertising: Marketing Your Rental Property While Navigating the Iowa Civil Rights Act

Address the most common types of problems seen with advertising. The presenters will discuss examples of complaints that have been investigated and litigated and address the Commission's testing program.

Design & Construction: Assisting Developers, Owners, Designers, Architects and Builders in Meeting the Accessibility Requirements of the Fair Housing Act and the Iowa Civil Rights Act

Cover the seven accessibility requirements of the Fair Housing Act and the properties to which these requirements apply. Presenters will identify some of the most common violations and will explain the safe harbors which can be followed in lieu of the Fair Housing Act Design Manual (FHADM)

What is Necessary, Reasonable, and Expected? A Comparison of Accommodation and Modification Requests in Fair Housing

Compare and contrast requests for reasonable accommodations and reasonable modifications under the Fair Housing Act and Iowa Civil Rights Act.