



**Registration Form**

4 <sup>th</sup> Annual Iowa Civil Rights Symposium and 1 <sup>st</sup> "Build It Right Iowa" Conference		Cost*	If applicable, mark Vegetarian or Gluten Free
Name			<input type="checkbox"/> Vegetarian <input type="checkbox"/> Gluten Free
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<b>Total</b>			
<b>Registration Deadline: October 21, 2016</b>			
Name of Company/Organization			
Address			
Phone			
E-mail			
<b>Method of Payment</b>		<input type="checkbox"/> Seeking Continuing Education Credit	
<input type="checkbox"/> Check#			
<input type="checkbox"/> Cash - Accepted if paid in advance No cash will be accepted on the day of the event			
No cancellation refunds after October 21, 2016			

**LOCATION: World Food Prize Hall of Laureates**  
See <https://icrc.iowa.gov/> for parking information.

**Please return payment to:**

**Iowa Civil Rights Commission**  
Grimes State Office Building  
400 E. 14<sup>th</sup> Street  
Des Moines, IA 50319-0201  
Attn: Heidi Johnson  
(515) 281-4437  
Email questions to: [ICRC.Symposium@iowa.gov](mailto:ICRC.Symposium@iowa.gov)

\* Individuals seeking continuing education credit pay \$100. Government employees and all others pay \$30. Lunch and beverage service is included in the cost.

Address Correction Required

IOWA CIVIL RIGHTS COMMISSION  
GRIMES STATE OFFICE BUILDING  
400 E 14TH STREET  
DES MOINES, IOWA 50319

[NAME]  
[COMPANY]  
[ADDRESS 1]  
[ADDRESS 2]  
[CITY, STATE ZIP]

4<sup>th</sup> Annual Iowa Civil Rights Symposium  
And 1<sup>st</sup> "Build It Right Iowa" Conference

Oct. 28<sup>th</sup>



**IOWA CIVIL RIGHTS  
COMMISSION**

Be the change you want to see in the world.  
*-Mahatma Gandhi*

Visit our website at  
<https://icrc.iowa.gov/>



**Attorney Continuing Legal Education**

The symposium is approved for five (5) hours of federal CLE credit and six (6) hours of state CLE credit, including one (1) hour of ethics credit.

**AIA Continuing Education**

By attending the 1<sup>st</sup> "Build It Right Iowa" Conference, AIA members will earn **3 AIA CES HSW LUs**. AIA Iowa is an AIA CES Approved Provider (#A023) with The American Institute of Architects Continuing Education System. Credit earned on completion of this program will be reported to AIA CES for AIA members. Certificates of Completion are available upon request.



**4<sup>th</sup> Annual Iowa Civil Rights Symposium  
And 1<sup>st</sup> "Build It Right Iowa" Conference**

**Employment**

**General**

**Housing**

8:00 – 8:30

**Registration**

**Current Trends in Employment  
Discrimination Law**

An overview of new and developing areas of interest and theories of liability under the ADA, ADEA, Title VII, and the ICRA, including the latest EEOC guidance on employment discrimination.

**We Can Work it Out**

Resolving civil rights complaints through mediation, conciliation, and the public hearing process.

**Build It Right Iowa Conference: Design  
and Construction Accessibility  
Requirements under Federal and State  
Law**

Presented by Douglas Anderson,  
Architect from LCM Architects, Chicago

8:30 – 9:30

**An Interactive Dialogue on Disability  
Law in Iowa**

An overview of federal and state disability law in employment.

**Disparate Impact: My Right to Work, My  
Right to Housing, and My Right to Clean  
Laundry**

An overview of federal and state civil rights law in regard to disparate impact claims in employment and housing, including criminal background checks, zoning, and other issues.

An overview of the seven FHA Design and Construction Requirements and addressing common deficiencies and practical solutions for implementation of those Requirements.

9:35 – 10:35

**Break**

*Two 90-minute sessions, with 10 minute  
break between the sessions*

10:35 – 10:45

**Jurisdiction: Take This Job and  
Analyze It**

Determining jurisdiction under the Iowa Civil Rights Act in employment cases by analyzing timeliness, continuing violations, and employer-employee relationships.

**Civil Rights and Religious Freedom**

An overview of anti-discrimination laws as they relate to religion and a discussion of timely topics including Islam, atheism, sexual orientation and gender identity discrimination, and religious freedom restoration acts.

CES Course Credit available for architects through AIA Iowa.

10:45 – 11:45

**Lunch**

Lunch and beverage service is included in the cost. Please indicate if you need a gluten free or vegetarian meal.  
Individuals seeking continuing education credit pay \$100. Government employees and all others pay \$30.

11:45 – 1:00

**Last Year Today: The Past Year in  
Case Law**

An update on the past year's judicial decisions in anti-discrimination law from the U.S. Supreme Court, the Iowa Supreme Court, and other state and federal courts.

**The ICRC Investigative Process: A  
Juxtaposition of Techniques and  
Strategies**

An overview of ICRC investigations including document gathering, tips and techniques for investigation, and troubleshooting solutions.

**History of Segregation in Housing**

A historical view of federal and state laws, policies, and practices that have persisted throughout the history of our country that perpetuate segregation in housing.

1:00 – 2:00

**What Expecting Employees Can  
Expect: Pregnancy Discrimination Law  
in Iowa**

An overview of pregnancy discrimination law at the state and federal levels, including how *McQuiston* affected pregnancy discrimination law in Iowa and post-*McQuiston* legislative efforts.

**Can We Talk? Everything You Want To  
Know about LGBT Issues in Education  
But Were Afraid To Ask**

This diverse panel focuses on the real-world issues surrounding transgender issues in education, with input from a student, an administrator, and legal experts.

**Is it Reasonable? Is it Necessary? An  
Examination of Reasonable  
Modifications and Accommodations in  
Fair Housing**

Discussing the differences between reasonable modifications and reasonable accommodations for persons with disabilities under the Fair Housing Act.

2:05 – 3:05

**Break**

3:05 – 3:15

**Ethical Tricks & Treats**

Navigating conflicts, competence, and confidentiality under applicable ethics rules governing attorney conduct.

3:15 – 4:15