



**Registration Form**

3rd Annual Iowa Civil Rights Symposium		Cost: \$100*	Check box for gluten free or vegetarian
Name			
<b>Total</b>			
<b>Registration Deadline: October 30, 2015</b>			
Name of Company/Organization			
Address			
Phone			
E-mail			
<b>Method of Payment</b>			
<input type="checkbox"/>	Check	Check #	
<input type="checkbox"/>	Cash		
No cancellation refunds after October 30, 2015			

**LOCATION: Greater Des Moines Botanical Garden**

*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

\*Lunch and beverage service included in the cost, Attendees seeking continuing education credit pay \$100. State-employed attorneys and all others pay \$25.

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]

3<sup>rd</sup> Annual Iowa Civil Rights Symposium

Nov. 6th

The Iowa Civil Rights Act of 1965



Visit our website at

<https://icrc.iowa.gov/>

The symposium has been approved for 6 federal CLE credits and 6 hours of state credit including 1 hour of ethics.



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

# 3<sup>rd</sup> Annual Iowa Civil Rights Symposium

	<b>Employment</b>	<b>Non-Employment</b>	<b>Housing</b>
8:00-8:30	<b>Registration</b>		
8:30-9:30	<p><b><i>Don't Shake It Off</i></b> An overview of harassment in the workplace under the ICRA and Title VII.</p>	<p><b><i>Talkin' About a Resolution</i></b> Resolving civil rights complaints through mediation, conciliation, and the public hearing process.</p>	<p><b><i>Design and Construction Accessibility Requirements</i></b> Correcting common deficiencies and debunking commonly held myths.</p>
9:35-10:35	<p><b><i>One on the Way</i></b> An overview of pregnancy accommodation in the workplace under state and federal laws.</p>	<p><b><i>A History of Iowa Civil Rights Through Ten Landmark Cases</i></b> Discussing Iowa's long history as a civil rights pioneer by highlighting ten milestone cases.</p>	<p><b><i>What is Necessary, Reasonable and Expected?</i></b> A comparison of accommodation and modification requests in fair housing under the Fair Housing Act and the Iowa Civil Rights Act.</p>
10:35-10:45	<b>Break</b>		
10:45-11:45	<p><b><i>That's Allowed</i></b> Affirmative defenses to civil rights complaints under Iowa and federal law.</p>	<p><b><i>Let Them Eat Cake</i></b> Recent state and federal cases involving sexual orientation in public accommodations.</p>	<p><b><i>Where, Oh Where Can My Little Dog Go?</i></b> Discussing the differences between companion and emotional support animals under the Fair Housing Act versus service animals under the Americans with Disabilities Act.</p>
11:45-1:00	<b>Lunch*</b>		
1:00-2:00	<p><b><i>It's all About that Base</i></b> Building a solid foundation for internal investigations and investigations with the ICRC including, document gathering, tips and techniques, and troubleshooting solutions.</p>	<p><b><i>Change is the Only Constant</i></b> A summary of state and federal court decisions in 2015 regarding the Iowa Civil Rights Act and federal civil rights laws.</p>	<p><b><i>History of Segregation in Housing and Why Segregation Still Persists</i></b> A historical view of segregation in housing, and addresses patterns in housing segregation that persists nearly 50 years after civil rights legislation was passed to address the issue.</p>
2:05-3:05	<p><b><i>Let it Go, Let it Go! Don't Retaliate!</i></b> An overview of retaliation claims under the ICRA and federal anti-discrimination statutes.</p>	<p><b><i>Education Panel: Ring the Bell, School's Back In.</i></b> A panel discussion reviewing Iowa's anti-bullying and anti-harassment in education laws.</p>	<p><b><i>Our House</i></b> How the Iowa Civil Rights Commission investigates allegations of housing discrimination.</p>
3:05-3:15	<b>Break</b>		
3:15-4:15	<p><b><i>Let's Get Ethical!</i></b> Navigating conflicts, competence and confidentiality as a practicing attorney.</p>		

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