



## KNOW YOUR COMMISSIONERS

- Jeffery Roman Chair
- Aldira Aldape
- Marquette Baylor
- Kristen Donat
- Linda Reaves Co-Chair
- Mayhoua Moua
- Chez Ordonez

## ADDITIONAL RESOURCES

### Equal Employment Opportunity Commission (EEOC)

(800) 669-4000  
[www.eeoc.gov/field/milwaukee](http://www.eeoc.gov/field/milwaukee)

### State of Wisconsin Equal Rights Division

819 N. 6th Street, Room 723  
 Milwaukee, WI 53203  
 (414) 227-4384  
[www.dwd.wisconsin.gov/er](http://www.dwd.wisconsin.gov/er)

### U.S. Department of Housing and Urban Development (HUD)

310 West Wisconsin Avenue, #1380  
 Milwaukee, WI 53203  
 (414) 297-3214  
[www.hud.gov/local/wi/working/milwaukeeoffice.cfm](http://www.hud.gov/local/wi/working/milwaukeeoffice.cfm)

### Metropolitan Milwaukee Fair Housing Council (MMFHC)

600 E. Mason Street, Suite 401  
 Milwaukee, WI 53202  
 (414) 278-1240  
[www.fairhousingwisconsin.com](http://www.fairhousingwisconsin.com)

### Legal Aid Society

521 North 8th Street  
 Milwaukee, WI 53233  
 (414) 727-5300  
[www.lasmilwaukee.com](http://www.lasmilwaukee.com)

### Tenant Resource Center

1202 Williamson St.  
 Madison, WI 53703  
 Toll-free: (877) 238-7368  
[www.tenantresourcecenter.org](http://www.tenantresourcecenter.org)



## MISSION

The Equal Rights Commission (ERC) consists of 7 members, appointed by the Mayor and the Common Council. The ERC is responsible for identifying opportunities to improve the equal rights climate in the City of Milwaukee and supporting the City's vision of a "Milwaukee where opportunity is abundant and accessible to all."

This mission includes a commitment to: building safe and healthy neighborhoods, increasing investment and economic vitality throughout Milwaukee, improving workforce development and connecting more citizens to family supporting jobs, helping children succeed, prepare for post-secondary education and meet their full potential, promoting racial, social and economic equity for all; and sustaining, enhancing and promoting Milwaukee's natural and environmental assets.



Equal Rights & City Accountability  
 Housing & Employment Discrimination Ordinance  
 Neighborhood & Community Engagement

[www.milwaukee.gov/ERC](http://www.milwaukee.gov/ERC)



200 E. Wells St., Room 706, Milwaukee, WI  
 (414) 286-3751 • [ercmil@milwaukee.gov](mailto:ercmil@milwaukee.gov)

[www.milwaukee.gov/ERC](http://www.milwaukee.gov/ERC)



## PURPOSE

Under Chapter 109 of the Milwaukee Code of Ordinances, the ERC is responsible for monitoring the employment, contracting and program activities of the City of Milwaukee; preparing and providing timely reports to the Mayor and Common Council on efforts to promote equal rights and opportunities; promoting positive community relations; and eliminating discrimination and inequities in city government and the city as a whole. The Commission's scope of authority falls within three major areas: creating internal **Accountability** within City departments, enforcing the **Housing and Employment Discrimination Ordinance**, and working with **Neighborhoods** to improve **Community Relations** and address equal rights issues.

## EQUAL RIGHTS AND ACCOUNTABILITY

The ERC is responsible for providing an internal accountability structure to ensure that City agencies design and administer programs and services in ways to address the equal rights needs of Milwaukee residents. This includes identifying issues and making recommendations to policy makers and elected officials on how to better meet the needs of the residents. The ERC interacts with City public officials in an effort to assess their activities in promoting social and economic equity and works to document and recognize programs, initiatives and services impacting equal rights issues, needs and accomplishments.

► **HOW CAN THE ERC HELP?** Individuals who need assistance accessing services or programs from City of Milwaukee departments may complete a service referral form by visiting the ERC website at [www.milwaukee.gov/der/ERC](http://www.milwaukee.gov/der/ERC).

## HOUSING AND EMPLOYMENT DISCRIMINATION

The ERC is responsible for enforcing the housing and employment discrimination provisions of the Milwaukee Code of Ordinances. In general the ERC has investigative and enforcement capabilities over discriminatory employment and housing practices not addressed within the jurisdiction of federal and state agencies. The Commission is responsible for working with partner agencies to ensure that residents are aware of their rights and responsibilities under the law.

► **HOW CAN THE ERC HELP?** Individuals who have a complaint of housing or employment discrimination on the basis of gender identity or expression may file a complaint with the ERC by visiting the website at [www.milwaukee.gov/ERC](http://www.milwaukee.gov/ERC). Complaints of discrimination in employment for all other protected categories may be filed with the State of Wisconsin at [www.dwd.wisconsin.gov/er](http://www.dwd.wisconsin.gov/er) or with the EEOC at [www.eeoc.gov/field/milwaukee/index.cfm](http://www.eeoc.gov/field/milwaukee/index.cfm). Complaints of housing discrimination for all other protected categories may be filed with HUD at [www.hud.gov/local/wi/working/milwaukeeoffice.cfm](http://www.hud.gov/local/wi/working/milwaukeeoffice.cfm)

## NEIGHBORHOOD AND COMMUNITY RELATIONS

The ERC is responsible for working with the business community, educational institutions, and other community based organization to facilitate, coordinate, and/or implement awareness, prevention, and education strategies to address the City's equal rights challenges. Forging partnerships and alliances with key community

stakeholders is critical in facilitating discussions on Milwaukee's equal rights climate and identifying and addressing impediments to the city's socio-economic growth. Working with community groups to plan, conduct and facilitate educational programs, raising the awareness of equal rights issues and educate residents about related services and programs.

- **HOW CAN THE ERC HELP?** Email [ercmil@milwaukee.gov](mailto:ercmil@milwaukee.gov) for the following:
- Individuals representing community organizations or neighborhood associations who want to present a briefing to the Commission at a regularly scheduled meeting
  - Requests from organizations wishing to have ERC members participate at a community event or meeting
  - Organizations wishing to work with the ERC to coordinate and/or sponsor a training/education session addressing equal rights issues

## KNOW THE LAW

**No person may engage in an act of discrimination with respect to housing and employment against any individual on the basis of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation, gender identity or expression, past or present membership in the military service, familial status, or based upon affiliation with any of these protected categories.**

### PROHIBITED ACTIVITIES – HOUSING –

- Refusal to sell or rent after a bona fide offer.
- Refusal to negotiate the sale or rental.
- Denying housing.
- Making an unlawful preferences or limitations to the exclusion of protected person.
- Refusal to allow inspection of a property when the property is in fact available for inspection.
- Refusal to provide real estate-related transactions to any protected person.
- Refusal to enter into a contract of insurance against hazards.
- Refusal to renew a lease, causing the eviction, or engaging in the harassment of a tenant.
- Induce or attempt to induce a person to sell, rent or lease any dwellings by representations regarding the present or prospective entry into the neighborhood of a person of a protected class.
- Discrimination on the basis of disability of the buyer or renter or any person associated with the buyer or the renter.
- Refusal to permit reasonable modifications of existing premises.

### PROHIBITED ACTIVITIES – EMPLOYMENT –

- Refusal to hire or discharge or discriminate with respect to compensation, terms, conditions or privileges of employment.
- Creating a limit, segregation or classification of employees or applicants in a way which would deprive any individual of employment opportunities or otherwise adversely affect his/her status.
- Conduct that constitutes sexual harassment when the employer or its agents knew or should have known of the conduct.
- Refusal to reasonably accommodate an employee's or prospective employee's disability.
- **Discrimination by an employment agency:** refusal to refer an individual for employment.
- **Discrimination by a Labor Organization:** exclusion from membership or other form of discrimination.

