



## City of Wilmington Delaware Civil Rights Complaint Information

# WILMINGTON CIVIL RIGHTS COMMISSION

In accordance with Chapter 35 of the City Code, the City protects against discrimination or prejudice based on religion, race, color, national origin, age, height, weight, disability, sex, marital status, sexual orientation, gender identity or expression, student status or the use of adaptive devices or aides.

Wilmington Civil Rights Commission: Addresses issues of allegedly discriminatory treatment on the basis of sexual orientation, race, age, religion, gender, gender identity, physical or mental disability, marital status, national origin, or economic or family status (including source of income) resulting from the delivery or provision of city government services or the implementation or effect of city policies.

### The Civil Rights Commission:

- Mediates disagreements involving civil rights issues
- Enforces civil rights protections under the City Code and within the City's boundaries
- Advises the City Council and educates the community on civil rights and related issues
- Promotes dignity and respect for the rights of all in Wilmington
- Addresses incidents occurring in Wilmington regardless of one's residency

## What do I do if I am discriminated against?

1. Document the details of the incident – date, time, place, names, etc. Please use the attached Initial Complaint Form (and return to the City of Wilmington Department of Law) or fill out the form online.

2. Contact Wilmington Civil Rights Commission with your complaint:

Online: [www.WilmingtonDE.gov/civilrights](http://www.WilmingtonDE.gov/civilrights)

Phone: (302) 576-2175

Email: [civilrights@WilmingtonDE.gov](mailto:civilrights@WilmingtonDE.gov)

In Person:

[Law Department](#)

Louis L. Redding City/County Building  
800 N. French Street, 9th Floor  
Wilmington, Delaware 19801

## What happens next?

1. A staff member will contact you to follow up and verify that the alleged discrimination occurred in Wilmington. An informal conference will be scheduled to discuss the complaint in greater detail.

2. A sworn written statement must be filed with the Wilmington Civil Rights Commission within 180 days of the incident.

3. The Commission will determine if the complaint will be heard or dismissed, based on the provisions of Wilmington Human Rights Ordinance.

4. A copy of the sworn statement will be sent to the party against whom the complaint is made, and a full investigation will be conducted.

5. If the Commission determines that there was a violation of City Code, the Commission will attempt to mediate a settlement.

## CITY OF WILMINGTON CIVIL RIGHTS COMMISSION INITIAL COMPLAINT OF DISCRIMINATION FORM

Today's Date \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone Number \_\_\_\_\_

Email \_\_\_\_\_

How do you prefer to be contacted?

On what basis do you believe you were discriminated against? (Race, religion, gender....)

Please describe the action/behavior that you believe was discriminatory. Be specific.

When/where did it occur? Who was involved?