



Iowa Department of Natural Resources  
**DISCRIMINATION COMPLAINT**  
**Frequently Asked Questions**

### **Who Can File a Discrimination Complaint?**

Anyone can file a complaint if they believe DNR has discriminated or retaliated against someone because of:

- Race or color
- Creed or religion
- Sex, sexual orientation, or gender identity
- National origin or ability to speak or understand English
- Disability or age

You do not have to be the victim to file a complaint.

**Note:** If you are a DNR employee who believes you have been discriminated against, you should follow the process set by DNR Human Resources.

### **What Should I Write in My Discrimination Complaint?**

You should include all the information marked with an asterisk (\*) on the complaint form. Try to be as specific as you can. Include any details that you believe will help us investigate and resolve the complaint. You can also read our Discrimination Complaint Procedure for more information on what to include.

### **Which Discrimination Complaints Do We Investigate?**

We will respond to every written complaint we receive. However, we can only investigate complaints that:

- Are an allegation of discrimination or retaliation in violation of specific federal rules<sup>1</sup>
- Against DNR or an affiliated organization that is subrecipient of federal funding

If you have questions about these rules, or which organizations qualify as subrecipients, please contact DNR's Nondiscrimination Coordinator at [civilrights@dnr.iowa.gov](mailto:civilrights@dnr.iowa.gov).

### **How to Submit a Discrimination Complaint**

You can get a discrimination complaint form from the **DNR website** at [www.iowadnr.gov](http://www.iowadnr.gov) or have one printed at a **DNR field office**. Your complaint must be **in writing**. You can submit your discrimination complaint electronically by email, or physically by sending it by mail or bring it in person to DNR's nondiscrimination coordinators at this address:

Iowa Department of Natural Resources  
c/o Rachel Zander or Emily Cohen  
Nondiscrimination Coordinator  
6200 Park Ave Ste 200  
Des Moines, IA 50321

Email your complaint to [civilrights@dnr.iowa.gov](mailto:civilrights@dnr.iowa.gov).

### **Who Investigates My Complaint?**

Your complaint is investigated by a DNR Nondiscrimination Coordinator. You can contact them at the address provided in the previous section.

### **What if I Have Other Questions?**

For a quick and easy way to learn more, we recommend you visit our website at <https://www.iowadnr.gov/about/nondiscrimination-accessibility-language-access>. You can also reach out to our Nondiscrimination Coordinator if you have more questions

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<sup>1</sup> Applicable statute and regulations are listed on DNR's [Nondiscrimination, Accessibility & Language Access webpage](#).