
Have you ever been...

- Denied a job or promotion because you were forty years old or older?
- Refused a housing opportunity because you have children or because of your association with someone of another race?
- Sexually harassed on the job?
- Denied employment because of your race, sex, or religion?
- Refused a job opportunity because you have or are perceived to have a disability?
- Unable to receive service in a public place because it was not accessible to persons with disabilities.
- Asked to resign your position because you were pregnant?
- Denied a reasonable accommodation for a disability on the job or in housing?

These situations are just a few examples of discrimination. If you believe you have experienced discrimination, contact the West Virginia Human Rights Commission.

The West Virginia Human Rights Act prohibits discrimination in employment in places of public accommodation based on race, religion, color, national origin, ancestry, sex, age (40 or above), blindness, or disability. In addition, discrimination in housing because of race, religion, color, national origin, ancestry, sex, blindness, or disability, or familial status is forbidden.

*For more information or assistance,
call, write or visit:*

W V H R C

West Virginia Human Rights Commission
1321 Plaza East, Rm. 108-A
Charleston, WV 25301
Phone: 304-558-2616
Fax: 304-558-0085
Toll Free: 1-800-676-5546
Web Address: www.hrc.wv.gov

HUMAN RIGHTS

Are Everyone's Rights



PH: 304-558-2616

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Human Rights Are Everyone's Rights

The West Virginia Human Rights Commission encourages mutual respect among all racial, religions and ethnic groups within the state. The provision of equal opportunity in areas of employment, places of public accommodations (any establishment or person which offers its goods or services to the general public), and housing is the public policy of the State of West Virginia. Because the denial of these rights for discriminatory reasons is contrary to the principals of a free society, the West Virginia Human Rights Commission was created by the West Virginia Legislature to prevent such instances.

When Was the West Virginia Human Rights Commission Created?

The West Virginia Human Rights Act (Chapter 5, Article 11, West Virginia Code) was enacted in 1961 and is administered by the West Virginia Human Rights Commission.

WHAT ARE THE FUNCTIONS OF THE WEST VIRGINIA HUMAN RIGHTS COMMISSION?

Primarily, the WVHRC receives, investigates, and adjudicates complaints alleging discrimination in employment or places of public accommodation based on race, religion, color, national origin, ancestry, sex, age (40 or above),

blindness or disability. A housing complaint may be filed based on the reasons mentioned above as well as familial status, which means that a person may not be refused housing because he or she has children.

The West Virginia Human Rights Commission may also initiate its own investigations of alleged discrimination and make recommendations to the Governor and Legislature concerning policies and legislation in matters which affect human rights.

WHO MAY FILE A COMPLAINT WITH THE WEST VIRGINIA HUMAN RIGHTS COMMISSION?

If you believe you have been a victim of the type of discrimination outlined in the West Virginia Human Rights Act, you may file a complaint with the Commission.

How does the WVHRC Complaint process work?

Step 1: You must act quickly! A person may call, write or visit the office of the West Virginia Human Rights Commission to report an incident of discrimination.

The complaint must be filed within 365 days of the most recent incident for the Commission to have jurisdiction over the matter, an investigator prepares a formal complaint.

Step 2: After all of the facts have been examined, an investigator makes a recommendation as to a finding. The finding will either be that there is not enough evidence to support the allegation (s) of discrimination (no probable cause) or that there is reason to believe that discrimination did occur (probable cause).

Step 3: The opportunity to conciliate is available to all parties prior to a probable cause determination. In this stage the Commission or the Complainant may agree to a settlement with the parties against whom the complaint is filed (the respondent).

Step 4: An administrative law judge will conduct a public hearing, which is similar to a trial. Prior to a public hearing the judge may order the parties to engage in mediation. If that fails, a public hearing is held. After the judge hears all the evidence, the judge issues a decision on behalf of the West Virginia Human Rights Commission.

Step 5: The judge's decision may be appealed to the West Virginia Human Rights Commission. The appeal is reviewed by nine Commissioners who are appointed by the Governor. The party aggrieved by the Commissioners decision may then seek judicial review in the courts.

WHERE IS THE WVHRC LOCATED?

The West Virginia Human Rights Commission is located within the Charleston Human Resource Center, at 1321 Plaza East, Room 108A, Charleston, WV 25301-1400. Office hours, 8:30 A.M. to 5:00 P.M., Monday through Friday.