

Wilson v. STATE OF IOWA and KIM REYNOLDS FOR IOWA

PART THREE: FRAUDULENT MISREPRESENTATION BY THE IOWA CIVIL RIGHTS COMMISSION RECKLESSLY ENDANGERS MINORITIES AND MISLEADS TAXPAYERS; STATE DOESN'T HOLD BUSINESSES ACCOUNTABLE FOR LYING TO THE ICRC; URGENT REFORM NEEDED!

§ 14 – Spring – Fall 2022:

State of Iowa aids and abets businesses who retaliate against victims of discrimination via simply lying to and/or deceiving the Commission

52. On March 31, 2022, after volunteering approximately six months for a NONPROFIT¹ in Ames, Iowa, the PRESIDENT and VICE PRESIDENT banned me from the property due to unspecified complaints against me by an anonymous (to me) woman who complained I “violated her space”. This is a typical attack used against transgender woman, and I was not informed of any specific actions I performed which merited the complaints, nor could I think of any. It appears I was discriminated against because, when a non-transgender woman performed a typical vague political attack against me, NONPROFIT did not ask me any questions or inform me about what the complaints were: they presumed I was guilty and took punitive action against me. I left the property with my reputation severely marred by allegations which made it sound like I was removed from the property due to workplace harassment which absolutely never occurred. This, of course, brought my behavior into question throughout the community, especially in light of the popularity of the businesses. There are several events here in Ames I no longer attend due to the involvement of the people who harmed me in those events because I fear for my safety. I never would have volunteered to perform approximately six months of labor improving their property had I known:

¹ Due to the very public nature of this lawsuit, the names of the organizations and individuals I am suing are omitted within this document. For specific names, see [ATTACHMENT E – Amended Petition for Case # LACV053674](#).

- That NONPROFIT did not have a fair protocol in place to handle such types of complaints,
- They were going to discriminate against me, or
- That the Iowa Civil Rights Act does not explicitly protect volunteers for nonprofits from discrimination.

53. Following recommendations by the Better Business Bureau and multiple local attorneys, I filed a complaint with the Iowa Civil Rights Commission (“ICRC”) against NONPROFIT, BUSINESS #1, and BUSINESS #2 (“Respondents”) in April 2022. BUSINESS #1 and BUSINESS #2 were involved in NONPROFIT's discriminatory action, which is why they were included in the complaint.

54. Respondents submitted numerous extremely damaging libelous statements, including but not limited to accusations that I was “stalking and harassing a female employee” and “saying racist comments” to the ICRC via their responses.² Statements submitted to the ICRC are entered into the public record: “The Iowa Civil Rights Commission is subject to Chapter 22, the open records statute, as a government body by definition. See Iowa Code Section 22.1. Consequently the records generated by the ICRC are 'public records' defined in Section 22.1(3).... Section 22.2 provides, in part, that 'Every person shall have the right to examine and copy a public record and to publish or otherwise disseminate a public record or the information contained in a public record.'”³ Respondents, knowing that I own a political organization (www.WildWillpower.org), created a political tool which they themselves or anyone else could simply pull from the public records in order to attack my reputation and/or political endeavors.

2 See ATTACHMENT E – Amended Petition for Case # LACV053674.

3 “13AO:0001 Request for Advisory Opinion, Iowa Civil Rights Commission.” *Iowa Public Information Board*, 27 Nov. 2023, ipib.iowa.gov/advisory-opinion-icrc.

Although I had not resolved to run for Iowa Governor in 2026 yet, had I not filed the lawsuit against the Respondents, I presume there a 100% chance that “someone” would dig into these records and release them publicly in order to destroy my reputation. I absolutely *needed* the Iowa Civil Rights Commission to screen in this case for investigation.

55. As an impoverished transgender woman, whose reputation is frequently marred by defamatory statements by media personalities and politicians, the Respondents' extremely harmful allegations put my life at risk. Their attacks were targeted: they preyed upon me, capitalizing upon commonplace prejudice against transgender women because they knew that there would be bias against me.

56. In addition to libelous statements, Respondents submitted a falsified document in order to bolster their malicious lies. They appear to have done all this in order to:

- Trick the ICRC and convince them not to investigate,
- Threaten me not to pursue this action any further or else Respondents are prepared to brutally attack my reputation (a heightened form of defamation called character assassination);
- Retaliate against me (for filing the compliant) via harming my reputation and jeopardize my safety via entering false, extremely damaging comments about me into the public record;
- Create leverage over me in order to attack my reputation and political endeavors in the future, regardless of whether or not I take legal action in this matter.

57. ICRC's website states:

- "If the collected information indicates a reasonable possibility of a probable cause determination, the complaint will be 'screened in'"
- "[T]he Commission draws all 'rational, reasonable, and otherwise permissible' inferences in Complainant's favor."

ICRC made two decisions with regard to my case:

- Choosing not to investigate on August 2, 2022, and
- Denying my appeal on September 27, 2022.

Although I showed ICRC a great deal of evidence indicating probable cause, including hard evidence that several statements made by the Respondents were in fact outright lies, both of ICRC's determinations showed that:

- Although there was a reasonable possibility of a probable cause determination, the complaint was not 'screened in'.
 - There was not only a “reasonable possibility” of probable cause; I gave the ICRC hard evidence which ought to have led to a “probable cause” determination. Hard evidence included evidence of multiple instances wherein respondents knowingly and willingly gave false information to the ICRC in their responses in an effort to deceive them and convince them not to investigate. When it is evident that a respondent is lying, an investigation ought continue. For example, if a police officer were investigating a case, and they found multiple instances wherein the suspect was lying specifically to convince the officer not to investigate further because they are hiding crucial evidence, that would indicate probable cause to the officer. Probable cause has a certain threshold; a “reasonable possibility” widens this threshold. ICRC says they “will” screen in such complaints – not “might” or “will possibly”.
- The Commission drew all 'rational, reasonable, and otherwise permissible' inferences in the Respondents' favors.
 - The ICRC appeared to bend over backwards in favor of the businesses within the evaluation and determination letter they sent me following my complaint. ICRC did not do as they say on their website, hence my fraudulent misrepresentation allegation: ICRC appears to mislead taxpayers and complainants, and endangers victims of discrimination via not screening in cases wherein a “reasonable possibility of probable cause” is shown. § 18 of this Petition reveals solid evidence of fraudulent misrepresentation; it is shown in within the Office of the Ombudsman's findings following a complaint I filed against ICRC with their office.

§ 15 – ICRC withholds crucial information from victims of discrimination which could be used to prove their cases within their appeals to the ICRC, and to prospective attorneys who might otherwise be able to help them with their case

56. When ICRC closed my case, they sent a preliminary case review ([ATTACHMENT F – ICRC's preliminary case review](#)). The review referenced various pieces of evidence, such as text messages, which were not shown to me, but instead described vaguely. Their evaluation also contained hearsay, such as “PRESIDENT states that SONDRA had become obsessed with EMPLOYEE, to the extent that SONDRA was stalking and harassing her.” ([page 3 of ATTACHMENT F](#)). This statement, for example, gave me no indication whether:

a.) The PRESIDENT lied about me “stalking and harassing” the EMPLOYEE in retaliation for filing the complaint, or

b.) The EMPLOYEE lied to the PRESIDENT and said these things.

57. On September 30, 2022 I requested a copy of the case file so I could view the actual documents submitted to the ICRC by the Respondents ([ATTACHMENT G – requested case file from ICRC](#)). Ramona Ubaldo wrote back, “Unfortunately unless you request the Right To Sue you are not entitled to the complete file, meaning, you can only receive what was sent to you or received from you. If you desire the complete case file you will need to request the RTS. BUT you absolutely do not want to request the RTS until you speak with an attorney.”

58. The Letter of Right-to-Sue Ramona referenced was written about within [ATTACHMENT H – how to request a Letter of Right-to-Sue](#), which was sent to me by the ICRC at the time they closed my case. The document states, “You have a right to file a lawsuit within (90) days of the issue date of the letter of right-to-sue.” Although I required the case file in order to view the hard evidence instead of hearsay ([ATTACHMENT F](#)), I did not order the Letter of Right-to-Sue at that time because I did not possess nearly enough knowledge to figure out how to file a lawsuit within the 90 day limit.

59. ICRC advised me on multiple occasions to “find a private attorney from the State BAR website”. As shown in line 57, I was told, “[Y]ou absolutely do not want to request the [Letter of Right-to-sue] until you speak with an attorney.” Attorneys, however, tend to invest in meritorious

cases they believe will win. Multiple attorneys asked me for evidence with regard to my claim. Although I did possess some hard evidence that the Respondents lied to ICRC in order to convince ICRC not to investigate, the most crucial pieces of evidence were withheld from me by the ICRC due to their arbitrary “Letter of Right-to-Sue” processing restriction and 90-day time limit. I would later find out, after I took ICRC's advise with regard to trying to find an attorney, that the evidence ICRC withheld from me included a falsified document wherein at least one of the Respondents (or their employee) rearranged screenshots of messages between the employee I was falsely accused of stalking and myself in order to convince the ICRC that the discriminatory action Respondents took against me was not in fact discriminatory, but rather justified. This was one of several crucial pieces of evidence I was unable to show the multitude of attorneys I contacted to request help! I firmly believe that if I would have been given the evidence by the ICRC, I would have had a much better chance of finding an attorney who was willing to help.

60. After contacting more than 50 attorneys and seeking multiple other avenues to try to find help, as shown in [ATTACHMENT C – legal assistance sought](#), I began studying the Iowa Rules of Procedure so that once I requested the Letter of right-to-Sue, I would be able to file myself in case I was unable to find representation. By my count, when you add up the Iowa Rules of Civil Procedure and the Iowa Rules of Evidence, there are a total of 372 rules in total. I personally find some of the rules very difficult to read for regular Citizens such as myself because they are written in a confusing way. Additionally they seem to be scattered in places. Some rules which could apply to the pretrial phase, are tucked further back in the rules instead of being placed near the beginning. With so many rules, and no templates for Petitions or Motions available for download on the state website as far as I could tell, untangling these rules and

figuring out how to actuate them has felt like *a crossword puzzle from hell*. I have been studying law for years. I can't imagine how frustrating and confusing they must appear to other Iowans who find themselves in a similar situation as myself, unable to afford legal representation. I am reminded of the quote by Abraham Lincoln from an 1859 speech, “The people of these United States are the rightful masters of both congresses and courts, not to over-throw the Constitution, but to over-throw the men who pervert that Constitution.”⁴ *How can we be the “rightful masters” of the courts when they are made to be so complex and confusing that you need to hire a professional in order to interpret how to access them?* Later in this lawsuit I will be requesting the court to help remedy this situation in a manner that will help all Iowans. Meanwhile, here is where I have been organizing the rules into step-by-step directions – not only for my own use in this case and the adjacent case, but also to make available to other Iowans who might find themselves in the unfortunate situation of not being able to find legal assistance after having been very badly hurt, as I have been:

Iowa Rules of Courtroom Procedure *simplified*:

https://drive.google.com/drive/folders/1ZpEnOZYImPQ0mLg0YajiQehfYYndGInY?usp=drive_link

I am still in the process of untangling and studying the rules, and I respectfully request grace from the court for any procedural errors I might make, that I may kindly have the opportunity to amend such errors.

§ 16 – ICRC's harmful, arbitrary process they make victims of discrimination adhere to after they choose not to investigate effectively reduces the limitations period for complainants from two years down to two months, thereby shielding businesses who do perform wrongful acts from potential lawsuits

4 *History - Abraham Lincoln Papers - Collection Connections | Teacher Resources - Library of Congress*, web.archive.org/web/20190120213237/https://www.loc.gov/teachers/classroommaterials/connections/abraham-lincoln-papers/history3.html. Accessed 22 July 2024.

61. After the pretrial rules were mostly organized, on August 7, 2023 I requested the Letter of Right-to-Sue.⁵ The following day I performed a second request for the case file,⁶ and on October 11 I finally received it.⁷ Time limits for most types of civil cases in Iowa range from two to five years,⁸ The ICRC's harmful process, however, effectively left me with less than two months to file the suit after finally receiving the evidence. I did have time to contact every attorney I had previously contacted (**ATTACHMENT C**) in order to try to find representation again now that I had rock hard evidence, including the falsified document, especially due to the fact that I was attending DMAACC for the semester, and had to focus on schoolwork. From the time I received the evidence until the filing deadline, I was effectively left with less than two months for a limitations period. If ICRC did not have this unnecessary deadline and withholding of evidence within their procedure, the limitations period normally would have ended on March 31, 2024. Instead I was made to file no later than December 5, 2023. I have studied law for more than a decade, and I worked diligently to initiate both these suits while trying to focus on schoolwork and preparing to transfer to ISU. I believe it is safe to assume that the courts sees very few pro se litigants who are able to meet these unfair and strenuous deadlines ICRC imposes, especially in light of how confusing the Rules of Procedure are to decipher for non-lawyers. This lawsuit is not just about me. It is not just about transgender Iowans. LGBT+ and BIPOC, and other vulnerable populations who are supposed to be protected by the Iowa Civil

5 **ATTACHMENT I** – requested Letter of Right-to-sue.

6 **ATTACHMENT J** – second request for case file.

7 **ATTACHMENT L** - case file for ICRC case CP#04-22-78265.

8 *Iowa Statutes of Limitations - Findlaw*, www.findlaw.com/state/iowa-law/iowa-statutes-of-limitations.html. Accessed 22 July 2024.

Rights Act are affected by the inaccessibility of the courts and the unfairness of ICRC's obstacle-course like process. I contacted more than 20 news outlets to cover my story. It breaks my heart to think about how many Iowans who face discrimination find themselves harmed, devastated, and without help while in such circumstances. I believe it is highly likely we never hear those stories. Equitable remedies I request at the end of this petition are designed to improve and strengthen ICRC's process to make it fair for victims trying to find help. My testimony herein corroborates a recent study discussed in the following article released last year in the Des Moines Register, "Iowa should stop tilting the scales in civil rights cases" by Lucas Grundmeier.⁹ Although it is an opinion article, it should be clear by reading about my experience how tilted, in fact, the scales of justice are when it comes to civil rights cases: the STATE OF IOWA has its thumb firmly pressed down upon one side of the scale in order to shield businesses from liability for civil rights violations. The STATE OF IOWA substantially reduces limitations periods for victims of discrimination, thereby diminishing the victim's due process rights.

§ 17 – Fall 2022:

ICRC directs victims of discrimination to file with Legal Aid organizations who cannot help with discrimination cases; "the left hand doesn't know what the right hand is doing"

59. Upon closing my case, ICRC advised me, on multiple occasions, to find a private attorney from the State Bar website. After calling more than 50 attorneys and law firms across the state, the least expensive quote I received was "\$275/hr., \$5000 up front" from Widdison Law Firm. This, of course, is far, *far* beyond what I can afford! *Remember*, I was (and am) still recovering from years of homelessness caused in large part by STATE OF IOWA employees.¹⁰

⁹ Grundmeier, Lucas. *Opinion: Iowa Should Stop Tilting the Scales in Civil Rights Cases*, The Des Moines Register, www.desmoinesregister.com/story/opinion/editorials/2023/05/14/iowa-civil-rights-commission-tilting-scales/70204156007/. Accessed 15 Nov. 2023.

¹⁰ See lines 19 – 37.

60. When I brought this to ICRC's attention on November 2nd, 2022, Intake Specialist Ramona Ubaldo provided a list of legal aid organizations for low-income persons (ATTACHMENT M – requested legal aid low-income Iowans). Every organization on the list (except University of Iowa Law Clinic¹¹) told me that they "don't take fee-generating cases"¹² and were not allowed to handle this type of case. The fact that ICRC directs low-income victims of discrimination to seek help from legal aid organizations who may not help with these types of cases shows that the STATE OF IOWA has been neglecting Iowa's most vulnerable populations. Why is ICRC directing vulnerable populations, who frequently suffer from poverty more so than other demographics, to go out and find an expensive attorney? The ICRC, more so than perhaps anybody, should be aware of the poverty and hurdles that members of vulnerable populations so often unfairly endure. Many people have told me, with hope in their eyes, "You might be able to find an attorney to help you pro bono," or "Some lawyers will work on contingency," however based upon my experience this appears to be far less common than many people believe. One of my most pressing questions, "Why does the ICRC direct victims to seek legal assistance from organizations who may not handle discrimination cases?" It is a case of reckless disregard; Iowa is neglecting its most vulnerable populations! If the ICRC did not know that the list of organizations they provided me did not help with these types of cases, then it is a case of "the left hand doesn't know what the right hand is doing". If that's not the case, then ICRC has been pretending not to know, and it needs to stop.

11 Although I was not told U of I may not help with "fee-generating cases", I suspect that is the case. I was told that the Professor who heads that department was retiring, so they were not taking on new cases. I suspect they do not take fee-generating cases regardless.

12 Typically the organizations handle tenant/landlord and divorce/custody cases, but not discrimination or other fee-generating cases.

61. The average Iowan earns \$23.22/hr.,¹³ while the average rate for a civil litigation lawyer in Iowa is \$238/hr..¹⁴ Attorneys typically charge thousands of dollars for a retainer – something impoverished Iowans don't often have on hand (I certainly don't!). In fact, 92% of low-income Citizens cannot find/afford legal assistance for civil matters!¹⁵ Now let's take into account the fact that the ICRC typically deals with vulnerable populations whom are protected by the Iowa Civil Rights Act. These demographics often face increased rates of poverty directly related to additional obstacles and discrimination we more frequently endure. The percentage must be higher than 92%! When ICRC turns victims away and doesn't investigate cases even when it is shown that the Respondents lied to them, ICRC sends them up Shit's Creek *with a turd for a paddle* and says, “Good luck!”

§ 18 – Fall 2022:

Attempted to file a complaint with Ames PD, Story County Attorney's Office, Attorney General's Office, and Office of the Ombudsman; I was denied “equal protection of the laws” by Story County Attorney, and discovered hard evidence of fraudulent misrepresentation by the ICRC via the Ombudsman's response

62. Prior to requesting the Letter of Right-to-Sue, I contacted Ames Police and the Story County Attorney's Office in order to file a complaint against the Respondents for fraudulently submitting false information to a government agency.

- (i) I attempted to file a complaint against the Respondents with the Ames Police Department. Although unsure of the charges, it was reasonable to assume that “knowingly submitting false information” to a government agency would be a crime. Supervising Officer Schieffer would not allow me to file a complaint. He told me that he was unsure if Ames PD had jurisdiction over statements submitted to the ICRC. He urged me to call ICRC and ask who has jurisdiction

13 *Salary in Iowa - Average Salary*, www.talent.com/salary?location=iowa. Accessed 19 July 2024.

14 “How Much Should I Charge as a Lawyer in Iowa (2023).” *Clio*, 16 Oct. 2023, www.clio.com/resources/legal-trends/compare-lawyer-rates/ia/.

15 “The Justice Gap: The Unmet Civil Legal Needs of Low-Income Americans.” The Justice Gap Report, Legal Services Corporation, 28 Apr. 2022, justicegap.lsc.gov/.

over statements submitted to them.

- (ii) I was initially told by the Receptionist at ICRC that “no one” has jurisdiction over statements submitted to them. After thinking about the matter further, she told me I could file with the Attorney General's Office.
- (iii) On Oct. 25, 2022 I filed with the Attorney General's Office via the Crime Victim Services Application.¹⁶ Although it did not appear to be an ideal place to file, the Attorney General's Office is the only place I had been recommended to file, and I did not see anywhere else on their website wherein I could file. “Victim services”, however, did make sense, because I was victim of a crime which had not been prosecuted. I figured the AG would at least point me in the right direction. In response to my application, Investigator Al Perales advised me to file with the AG's fraud department instead of Victim Services. Personnel in the fraud department informed me, however, they do not investigate “this type of fraud”. They mainly only investigate identity theft cases.
- (iv) On October 28, 2022 I attempted to file a complaint with the Story County Attorney's Office. The Receptionist told me that it is "not illegal to submit false statements to the Iowa Civil Rights Commission", and that they would not be taking action.
- (v) After additional research, I discovered that the Respondents did in fact violate Iowa Code §714.8(4), "[A]ny person who makes any entry in... any public records... knowing the same to be false." is guilty of fraud. Records generated by the Iowa Civil Rights Commission are "public records" according to Section 22.1).¹⁷ I emailed Officer Schieffer, Ames PD, with regard to this, again requesting to file a complaint. After forwarding my email to the Story County Attorney's Office, he told me that the case was not within Story County's jurisdiction, and that I needed to file in Polk County. I then called the Des Moines Police Department. Officer Niman informed me that if it was in their jurisdiction, then I should still file the complaint with Ames PD and they will then transfer the complaint to Polk County. Officer Niman sounded perturbed, telling me, “They know this. I don't know why they told you to file with us.” I then emailed Officer Schieffer again. He responded, "The Story County Attorney's Office advised that the case was not within our jurisdiction. Additionally, when they looked over the information that you provided in the email, they advised that they not prosecute the case even if it was in our jurisdiction." It appears to me that either:

¹⁶ ATTACHMENT N – complaint to AG's Victim Services.

¹⁷ “13AO:0001 Request for Advisory Opinion, Iowa Civil Rights Commission.” *Iowa Public Information Board*, 27 Nov. 2023, ipib.iowa.gov/advisory-opinion-icrc.

- The Ames Police Department and Story County Attorney's Office are guilty of a form of official misconduct called nonfeasance (not doing their job). In this case, as a victim of criminal fraud, I was not provided "equal protection of the laws" as guaranteed by the 14th Amendment! As a victim of the crime, I was therefore not able to recover restitution. The Ames Police Department ought to have, at the very least, allowed me to file a complaint so I could comply with the Exhaustion-of-Remedies Doctrine prior to filing suit. The Story County Attorney and Ames Police appear to have violated the Iowa Civil Rights Act for denying me "public accommodation". Id. § 216.2(136). I was discriminated against by the Story County Attorney, who appears to have put his reputation with regard to the next election ahead of his office duties. He appeared to have been concerned that prosecuting a business for defrauding a transgender woman would reflect poorly upon his campaign for re-election due to how it might affect his standing within the business community.
- Lying to the Iowa Civil Rights Commission is not a crime in the State of Iowa, in which case the state aids and abets businesses who simply lie to the ICRC in order to shirk liability. Meanwhile, victims who suffer defamation from having false statements about them entered into the public record, then have our reputations marred. This in fact punishes victims of discrimination for coming forward. This is terrible and harmful public policy!!! It needs to be a crime to submit false statements and fraudulent documents to the ICRC!!

(vi) On November 11, 2023 I filed a complaint with the Office of the Ombudsman in order to review the ICRC's work with regard to my case. The Ombudsman's response reviewed whether or not the Commission adhered to proper administrative procedure, but not whether or not their determinations were meritorious. The Ombudsman's response gave clear indication that ICRC's website fraudulently misrepresents, to both complainants and Iowa's taxpayers, what is to be expected from them. The Ombudsman informed me of a case ruling which contradicts what is written on ICRC's website, "If the collected information indicates a reasonable possibility of a probable cause determination, the complaint will be 'screened in'". The ruling is:

- "*Estabrook v Iowa Civil Rights Commission* 283 N.W.2d 306 (Iowa 1979). The Court viewed the [ICRC]'s process as a mere administrative remedy, with the complainant having the option of filing a civil claim of discrimination in state or federal court once that administrative process is exhausted. Id. At 310. The Court determined that the legislature did not intend the [ICRC] to process every complaint even if it generated a prima facie case for discrimination This gives the Iowa Civil Rights Commission

broad authority to determine which cases to process, even for cases that present a prima facie showing of discrimination."

- If ICRC is under no obligation to screen in a case even if there is probable cause, they should state that on their website. What they currently have written on their website is misleading, that if there is a "reasonable possibility of probable cause they will screen in case". This does not align with their actual practice and procedure. and amounts to fraudulent misrepresentation by the STATE OF IOWA. The state ought write what one might reasonably expect on the website, that they are under no obligation to screen in a case, even when there is prima facie evidence of discrimination. What they currently have written misleads victims of discrimination and taxpayers.

63. According to the textbook used in my Business Law (BUS-185) class at Des Moines Area Community College, Business Law Today by Roger LeRoy Miller,¹⁸ fraudulent misrepresentation is, "Any misrepresentation, either by misstatement or by omission of the material fact, knowingly made with the intention of deceiving another and on which a reasonable person would and does rely to his detriment." According to Ballantine's Law Dictionary, "A representation proceeding from, or characterized by, fraud, and the purpose of which is to deceive. 37 Am J2d Fraud § 2. A representation that is knowingly untrue, or made without belief in its truth, or made recklessly, and, in any event, for the purpose of inducing action upon it. *Clark v Haggard*, 141 Conn 668, 109 A2d 358, 54 ALR2d 655."¹⁹

64. My heart weeps for other Iowans who found themselves in similar situations as myself, where the only government agency we have to turn to when discrimination occurs turns us away and directs us to resources who cannot or will not help. As a person who was raised as a white male, I am aware I received opportunities and privileges many BIPOC people were not

18 ISBN 978-1-305-64452-6.

19 Ballantine's Law Dictionary with Pronunciations Third Edition by James A. Ballantine (James Arthur 1871-1949). Edited by William S. Anderson. © 1969 by THE LAWYER'S CO-OPERATIVE PUBLISHING COMPANY. Library of Congress Catalog Card No. 68-30931

afforded. I can ponder what it must be like for most people – people who have not performed years of research in order to be able to file a lawsuit without the help of an attorney – as I have. They likely file with the ICRC, are unfairly turned away, and leave jaded and disappointed by the system. Many of those Iowans, like myself, were raised in public schools, where we learned about Martin Luther King Jr., Abraham Lincoln, and together put our hands over our hearts and swore our allegiance to this nation, “With liberty and justice for all.” I am so disappointed in the STATE OF IOWA for not upholding these vital promises of our state and nation. It is apparent that other victims who have valid complaints are turned away and advised to seek aid where where is none. Here is another article by the Des Moines Register which indicates this very fact: [“Why 60% of Iowa workers’ civil rights complaints aren’t investigated; why process is so difficult”](#) by F. Amanda Tugade.²⁰ Note also that ICRC [has a score of 1.2](#) for its Google review score. Reviews show similar experiences as I had, showing “overwhelming evidence” to ICRC only to have cases closed. Here are some posts in the Google reviews:

- 11 months ago Misty Brookhart wrote, “Filed complaint. First spoke with investigator on 11/22/21. On July 5 I was told that once it was finalized I would receive a copy of the report. Was told case not closed and haven't missed out on anything. Aug 1 more information added to file and still no report. Have heard nothing since. Apparently they have had numerous cases resulting in their inability to get to mine. Apparently this has been an issue with other investigators at the iowa civil rights commission as well. It has been approximately two years since I first filed a complaint and still have heard absolutely nothing pertaining to my case other than they have been busy. It appears that laws are not being enforced even by those whose job is to enforce them. It is my belief that my complaint will be disregarded and nothing done based on lack of communication and effort by the ICRC.

Update: case was drug out for two years. Finally received letter I had to ask for as it wasn't sent to me nor was I contacted. "No discrimination found" despite actual evidence

²⁰ Tugade, Amanda. *Why 60% of Iowa Workers’ Civil Rights Complaints Aren’t Investigated*, The Des Moines Register, www.desmoinesregister.com/story/news/2023/05/08/iowa-civil-rights-commission-60-percent-complaints-discrimination-not-investigated-employees-workers/70177674007/. Accessed 15 Nov. 2023.

being given and founded by hud and disability rights iowa. Cases are ignored, passed around from person to person and then denied once time limit has ran out. Considering the evidence and repeated issues with this agency, It appears that those created to protect the rights of the disabled are committing discrimination themselves.”

- 4 weeks ago, “B.W.” wrote, “They will lose your paperwork and evidence so you won't know what was used in the "investigation" of your complaint. Thankfully, Iowa's Chapter 22 open records law allows you to request a copy of what they used. Someday their negligence will be exposed.”
- Another reviewer wrote, “This only exists as a beginning to your trial. You HAVE to submit something to these useless people if you want to proceed with sueing your employer. I gave them so much evidence and recited laws word for word. Don't get your hopes up just submit whatever you need to submit and lawyer up. Submit your information and be ready to go to court otherwise don't waste your time with this branch of government.”
- Mark wrote, “The whole process of filling a complaint, was nothing but a joke. They take way over the allotted time for an investigation. Mr. Lopes-Sanders was the only person that was great to deal with. The investigator had no clue as to what she was doing. Overall it was pathetic. I would give a zero if I could.“
- Another reviewer wrote, “If you're brought here by unfortunate circumstances, please do not get your hopes up that maybe this organization will help you. “
- Another reviewer wrote, “Just a big Joke and waste of tax-payers money. They will always side with Employers.”