



**ANCHORAGE EQUAL RIGHTS
COMMISSION**

WHAT IS THE AERC?

- Municipal law enforcement agency charged with preventing and eliminating unlawful discrimination under Title 5 of the Anchorage Municipal Code
- Workshare agreement with the EEOC to enforce federal anti-discrimination laws
- Impartially investigates discrimination allegations



WHAT IS DISCRIMINATION?

To discriminate against someone means to treat that person differently, or less favorably, based on an aspect of their identity.



PROTECTED CLASSES

- Race
- Color
- Religion
- National Origin
- Sex
- Pregnancy
- Age
- Sexual Orientation
- Gender Identity
- Physical or Mental Disability
- Marital Status
- Parenthood
- Retaliation



WHERE CAN DISCRIMINATION HAPPEN?

- Employment
- Housing
- Financial Services
- Public services
- Schools
- Public Accommodations



WHEN SHOULD SOMEONE CALL THE AERC?

- If you are not sure, please always call!
 - Free and confidential
 - Provide referrals
- Do you feel you were treated differently than someone else in a similar situation?
- Do you feel your protected class was a motivating factor in the issue?
- Do you feel a decision has affected you differently than other people?
- Do you feel you were treated differently after you expressed a discrimination concern?

HOW TO CONTACT?

- Located in City Hall
- Available by phone, email, or in-person visit



QUESTIONS

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