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**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Thursday, July 11, 2019 9:42 AM  
**To:** Grathwohl, Linda  
**Cc:** Sara Craig  
**Subject:** Re: Letter of resignation

Thank you, Linda- I have received the hard copy letter as well. I'll be in touch soon. Thanks,

Michael

--  
**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

On Thu, Jul 11, 2019 at 9:15 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
See attached letter. I delivered the original paper letter to Governor Reynolds' office this morning. Thank you for the opportunity to serve the people of the State of Iowa.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
E-Mail: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, July 11, 2019 9:15 AM  
**To:** Michael Boal  
**Cc:** Sara Craig  
**Subject:** Letter of resignation

See attached letter. I delivered the original paper letter to Governor Reynolds' office this morning. Thank you for the opportunity to serve the people of the State of Iowa.



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400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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Linda Grathwohl

[REDACTED]  
Des Moines, Iowa [REDACTED]  
[REDACTED]

[REDACTED]@gmail.com

July 11, 2019

Governor Kim Reynolds  
Office of the Governor  
State Capitol  
1007 East Grand Ave.  
Des Moines, Iowa 50319

Dear Governor Reynolds:

I am writing to submit my resignation as the Interim Executive Director/Public Service Manager 1 of the Iowa Civil Rights Commission. My last day of work will be July 25, 2019.

Thank you for the opportunity to serve the people of the State of Iowa.

Sincerely,

*Linda Grathwohl*

Linda Grathwohl

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, June 13, 2019 1:24 PM  
**To:** Boal, Michael  
**Subject:** Re: Meeting of the Commission

Great! See you tomorrow!



**IOWA CIVIL RIGHTS  
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On Thu, Jun 13, 2019 at 1:10 PM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:

Linda,

I apologize for the delay- I plan on attending! I regret I haven't been able to come to one until now. See you then.

Michael

--

**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

On Mon, Jun 10, 2019 at 11:00 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Good morning Michael!

The Iowa Civil Rights Commission will be meeting this coming Friday at 1:30 pm in Room B50 of the Grimes State Office Building. The agenda is attached. You are welcome to attend. Let me know if you have any questions.

Hope all is well.

Linda



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**Iowa Civil Rights Commission**

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Des Moines, IA 50319

**Office:** 515-281-4509 | **Fax:** 515-242-5840

**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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**Iowa Civil Rights Commission Agenda**

Friday, June 14, 2019 at 1:30 pm  
Room B50, Grimes State Office Building  
400 E. 14<sup>th</sup> Street  
Des Moines, IA 50319

1. Roll Call
2. Recognition of Public, Press and Commissioners
3. Approval of Minutes from March 8, 2019 Meeting
4. Public hearing on DIA No. 19ICRC001
5. Emergency rulemaking pursuant to SF341 Assistance Animals
6. Public Comment
7. Commissioners' Reports
  - a. Commissioner Angela Jackson
  - b. Commissioner Patricia Lipski
  - c. Commissioner Doug Oelschlaeger
  - d. Commissioner Marcelena Ordaz
  - e. Commissioner Sam Kooiker
  - f. Commissioner Justin Johnston
  - g. Commissioner Ashley Hunt
8. Director's Report
  - a. Legislative session update
  - b. Hiring
  - c. Outreach committee
  - d. Symposium
  - e. Summer Intern Program
9. Next Meeting
10. Adjournment

**Conference Call Instructions**

Conference call number: 1-866-685-1580

Passcode: 2066159014 #

People on the call will hear a beep whenever someone joins or leaves the call.

Any person needing special assistance or with special accessibility needs should contact Kaitlin Smith at 515-281-0333 or [kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov).

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, June 3, 2019 4:29 PM  
**To:** Thorson, Paige  
**Subject:** Re: 2020 Policy Agenda

Good afternoon.

I received your e-mail. I do not see the Civil Rights Commission on the list of agencies. Please let me know whether the Civil Rights Commission will be involved in these discussions. Thank you.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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On Mon, Jun 3, 2019 at 4:12 PM Thorson, Paige <[paige.thorson@iowa.gov](mailto:paige.thorson@iowa.gov)> wrote:  
Good Afternoon,

As we discussed a couple of weeks ago, the Governor would like for agency directors to begin meeting to discuss potential policy initiatives for 2020. Please consider how any proposed policy will fit within the Governor's priorities:

1. Building a Future Ready Iowa
2. Creating a competitive business environment
3. Empowering Rural Iowa
4. Expanding access to coordinated, high quality health care
5. Offering redemption through second chances

In July, the Governor will begin meeting with each group to continue the conversations. Please hold the following dates: July 1, July 2, and the week of July 8. As soon as the Governor's calendar solidifies, I will send calendar invites.

During these meetings, each group should be prepared to move through the following agenda:

- I. Welcome
- II. Review of priorities
- III. Presentation of major policy initiative(s) - led by lead agency for each proposal

- A. Overview of initiative
- B. How initiative fits within Governor's priorities
- C. What other agencies are impacted by the initiative

#### IV. Next steps

Listed below are the agency groups I quickly read through when we met; please be sure to include myself and the relevant policy advisor(s) from our office on any meeting invites so that we may attend, if possible. We understand that these groups may need to change as conversations progress.

#### **Group 1:**

Department of Corrections  
Board of Parole  
Office of Drug Control Policy  
Department of Public Safety  
State Public Defender

#### **Group 2:**

Iowa Economic Development  
Iowa Finance Authority  
Department of Cultural Affairs  
Workforce Development  
Department of Education  
Department of Revenue  
Department of Transportation  
Iowa Insurance Division

#### **Group 3:**

Department of Veterans Affairs  
Iowa Veterans Home  
National Guard

#### **Group 4:**

Division of Banking  
Division of Credit Unions  
Iowa Public Employees' Retirement System  
Alcoholic Beverages Division  
Iowa Racing and Gaming Commission  
Iowa Lottery

#### **Group 5:**

Department of Human Services  
Department of Public Health  
Department on Aging  
Iowa Insurance Division  
Department of Inspections and Appeals

Please don't hesitate to contact me with any questions. I look forward to working with you as we work to develop policy heading into 2020.

Thanks,  
Paige

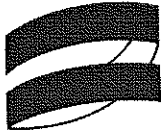


--  
**Paige Thorson** | Deputy Chief of Staff  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-218-4659 | [paige.thorson@iowa.gov](mailto:paige.thorson@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Tuesday, May 21, 2019 5:21 PM  
**To:** Boal, Michael  
**Subject:** Re: Telephone call

That's great! I will call you from the vacant Director's office. Thanks!



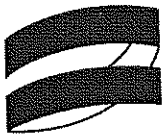
**IOWA CIVIL RIGHTS  
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On Tue, May 21, 2019 at 5:16 PM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:  
Certainly! How about around 9 tomorrow morning? Let me know. Thanks!  
Michael

On Tue, May 21, 2019 at 4:26 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
Hi Michael!  
I just wanted to check in with you. I'd like to make an appointment for a short telephone conversation. Thank you.



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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, April 29, 2019 1:07 PM  
**To:** Michael Boal; Pat Garrett  
**Subject:** Questions from Courtney Crowder at the Register

Michael,

Just wanted to let you know that I talked with Pat, and we decided that our response to Courtney Crowder at this time is "No comment."

Thanks to both of you for your help to me today.



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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Wednesday, April 24, 2019 11:04 AM  
**To:** Boal, Michael  
**Cc:** Johnson, Sueann  
**Subject:** Re: Bill Signing for SF341

Michael,

Thank you for the invitation! SueAnn and I will be there. We are honored and happy to attend. We will await your further instructions.



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On Wed, Apr 24, 2019 at 10:47 AM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:  
Linda and SueAnn,

The Governor will hold a bill signing for SF341, the service/assistance animal legislation, on Thursday May 2 at 3:30p, and you are very welcome to attend. I'm not sure which groups had requested a formal signing, but the plan is to open it to the press, so there should be several groups in attendance. I presume the location is the Governor's formal office, and I will let you know if the time or location changes as we move closer. Thanks!

Michael

--

**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
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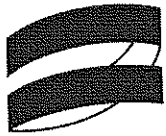
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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Wednesday, April 24, 2019 8:46 AM  
**To:** Michael Boal  
**Subject:** EEOC information

Good morning Michael!

I know you are very busy now in these final weeks of the session. SueAnn told me you had some questions regarding EEOC and our employment cases. Kaitlin is the one who has almost daily contact with EEOC folks, so she would be in the best position to answer any questions that may come up regarding the processing of our employment discrimination cases.

Let us know if there is any other information you need. Have a great day.



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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, April 12, 2019 2:33 PM  
**To:** Boal, Michael  
**Subject:** Re: Inquiry from CityView

Thanks! I am hoping this will be enough information for her.

I am anticipating that we will start to get calls about the assistance animal/service dog bill, since the Senate and House have passed it. I already saw it featured on KCCI and KCRG (thanks to Google Alerts). I'll keep you posted.

Have a good weekend!



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On Fri, Apr 12, 2019 at 2:13 PM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:

Linda,

I just spoke with Pat- that response looks good, you can feel free to email it back to Melissa. I'll be in the office the remainder of the afternoon, let me know if there's any follow up or other questions. Thanks!

Michael

On Fri, Apr 12, 2019 at 11:34 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Michael and Pat,

I had a voicemail this morning from Melissa Walker at CityView. She is doing an article on religion issues in employment. She specifically asked about the number of complaints we receive regarding employment discrimination and religion. She had already reviewed our FY 2018 Annual Report on our website.

I am just checking in with you before I respond to her. We ran a check of our numbers. There were 1,186 cases docketed last year in the area of employment. Of those, 42 included an allegation regarding the basis of religion (it's highly likely that other bases were included in those 42 complaints).

Do you have any problem with me talking with or emailing Ms. Walker? Let me know if you have any concerns. I won't do anything until I hear from you. Thanks for your help!



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---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Wednesday, April 10, 2019 3:54 PM  
**To:** Grathwohl, Linda  
**Subject:** Re: ICRC Update

Sounds great, thank you for the update! I will mark down your cell, but will try and remember to give Kaitlin a call if anything comes up that needs addressed. Thanks so much,  
Michael

On Wed, Apr 10, 2019 at 8:41 AM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:

Michael,

I realized I haven't been in touch with you lately. You can file that under the maxim "No news is good news!" So I just have a few updates.

I wanted you to know our Symposium went well, and we received favorable reviews.

Also, Iowa Finance Authority invited me to attend Governor Reynold's signing of the Proclamation of April as Fair Housing Month. I was honored to be invited and to attend.

Lastly, I have decided to take vacation next week (April 15-19). I know Kaitlin will handle anything that comes up. If you needed to get in touch with me, my cell number is [REDACTED].

Let me know if there is anything you need of if you have any questions. Thank you.



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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, April 8, 2019 12:46 PM  
**To:** Langholz, Sam  
**Cc:** Andrew Greenberg  
**Subject:** Re: Agency Rules Coordinator Meeting

The Administrative Rules Coordinator for the Iowa Civil Rights Commission is Andrew Greenberg, [andrew.greenberg@iowa.gov](mailto:andrew.greenberg@iowa.gov), 515-725-2979. He will be attending the meeting on Wednesday, April 10, at 8 a.m.

Let me know if you have any questions. Thank you.



**Linda Grathwohl** | Interim Executive Director  
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On Mon, Apr 8, 2019 at 11:44 AM Langholz, Sam <[sam.langholz@iowa.gov](mailto:sam.langholz@iowa.gov)> wrote:  
Agency Directors and Rules Contacts:

We will be hosting a meeting of agency rules coordinators at 8:00 a.m. this Wednesday, April 10 at 8:00 a.m. As we enter the time of the year when much legislation is being signed and rulemaking to implement it is required to begin, this will be a chance to discuss our expectations for the rulemaking process. Although we are aware that some agencies have numerous people involved in rulemaking, because of limited space, only one person from each rulemaking agency should plan to attend.

Also, to ensure we have an accurate list of your current agency administrative rules coordinator, please respond to this email with the name, email address, and phone number, for your rules coordinator.

If you have any questions, do not hesitate to contact me.

Best,

**Sam Langholz** | Senior Legal Counsel and Special Advisor  
Office of the Governor, State of Iowa Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3503 (d) | 515-537-5280 (c) | [sam.langholz@iowa.gov](mailto:sam.langholz@iowa.gov)

[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, April 1, 2019 8:50 AM  
**To:** Boeyink, Nick  
**Subject:** Re: Board member name change

Thank you for following up! Have a great day!



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Mon, Apr 1, 2019 at 8:28 AM Boeyink, Nick <[nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)> wrote:

I called her and she just found the updated letter and Oath I sent her with the name change. I will also be updating the senate with a new email she provided to get the confirmation process finalized. Thanks for letting me know!

On Fri, Mar 29, 2019 at 4:53 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Mr. Boeyink:

Commissioner Angela Jackson contacted me today. She stated she has not yet received an updated affidavit with her new name. Is this something you can provide to her? If you'd like, you can send it to me and I will forward it to her. Thank you.



**Linda Grathwohl** | Interim Executive Director  
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On Fri, Mar 8, 2019 at 9:23 AM Boeyink, Nick <[nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)> wrote:  
Mrs. Angela Jackson (formerly Ms. Angela Williams), has asked I update her profile and letters with her married name. Find her Appointment letter and contact sheet attached for your records.

--

**Nick Boeyink** | Director of Boards and Commissions  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515-725-3509 | [nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)  
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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, March 21, 2019 9:00 AM  
**To:** Connell, Kirby  
**Cc:** Boal, Michael  
**Subject:** Re: Symposium on March 5, 2019

Thank you for the update. I appreciate your prompt reply. Have a great day!



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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On Thu, Mar 21, 2019 at 8:51 AM Connell, Kirby <[kirby.connell@iowa.gov](mailto:kirby.connell@iowa.gov)> wrote:  
Linda,

Thanks for checking in again. Unfortunately, Governor Reynolds has a scheduling conflict so she won't be able to join you this year. Thanks for thinking of her, and please let me know of future opportunities.

Have a great rest of your week,

**Kirby Connell** | Scheduler

Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515-725-3510 | [Kirby.Connell@iowa.gov](mailto:Kirby.Connell@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

On Thu, Mar 21, 2019 at 8:10 AM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:  
Linda,  
I am looping in the Governor's scheduler, Kirby, on this one

On Tue, Mar 19, 2019 at 10:26 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Greetings (again) Michael!

I am checking in with you about the ICRC Annual Symposium. Prior Director Kristin Johnson left notes that she had invited Governor Reynolds to be the lunch time speaker at our annual Symposium on April 5, 2019. I am checking whether Governor Reynolds is available that day. We know she has a very busy schedule, so if she is not available, we will make alternative arrangements.

Thank you for your consideration.



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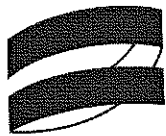
**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)



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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, March 21, 2019 8:13 AM  
**To:** Boal, Michael  
**Subject:** Re: Symposium on March 5, 2019

Thank you.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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On Thu, Mar 21, 2019 at 8:10 AM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:

Linda,

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On Tue, Mar 19, 2019 at 10:26 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Greetings (again) Michael!

I am checking in with you about the ICRC Annual Symposium. Prior Director Kristin Johnson left notes that she had invited Governor Reynolds to be the lunch time speaker at our annual Symposium on April 5, 2019. I am checking whether Governor Reynolds is available that day. We know she has a very busy schedule, so if she is not available, we will make alternative arrangements.

Thank you for your consideration.



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**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Thursday, March 21, 2019 8:10 AM  
**To:** Grathwohl, Linda  
**Subject:** Re: Question about Good,Beale v IDHS

Great, thank you very much for following up on this!

Michael

On Tue, Mar 19, 2019 at 10:09 AM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:

Good morning, Michael.

I am following up on our conversation about the recent Iowa Supreme Court *Good, Beale v. IDHS*. Assistant Attorney General Katie Fiala has reviewed the case, and offers the following analysis listed below.

If you want to discuss further, or need to have the response in the format of a memo, please let us know. Thank you.



IOWA CIVIL RIGHTS  
COMMISSION

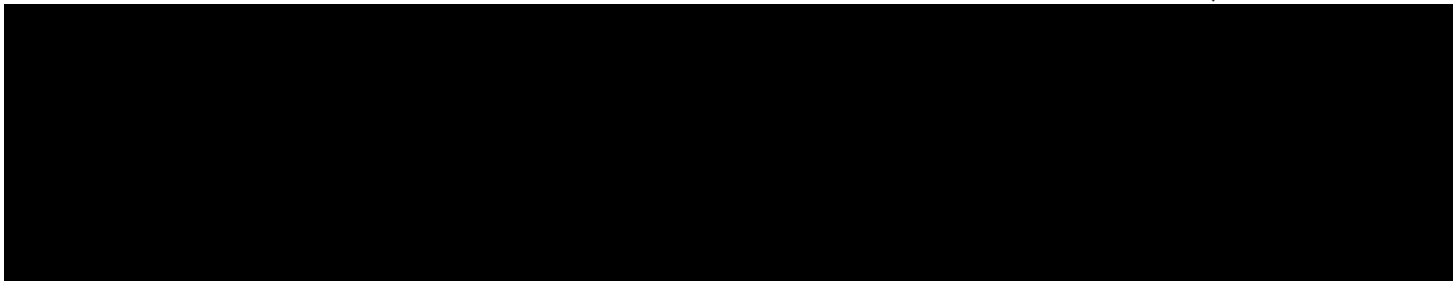
**Linda Grathwohl** | Interim Executive Director  
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**From:** Fiala, Katie [AG] <[Katie.Fiala2@ag.iowa.gov](mailto:Katie.Fiala2@ag.iowa.gov)>  
**Date:** Tue, Mar 19, 2019 at 9:53 AM  
**Subject:** Re: Question about Good,Beale v IDHS  
**To:** Grathwohl, Linda [ICRC] <[Linda.Grathwohl@iowa.gov](mailto:Linda.Grathwohl@iowa.gov)>

*Privileged - Attorney Client*



Katie Fiala  
Assistant Attorney General  
Office of the Attorney General of Iowa  
1305 E. Walnut St.  
Des Moines, IA 50319  
Direct: (515) 281-8086 | Main: (515) 281-5164  
Email: [Katie.fiala2@ag.iowa.gov](mailto:Katie.fiala2@ag.iowa.gov) <mailto:[Katie.fiala2@iowa.gov](mailto:Katie.fiala2@iowa.gov)> | [www.iowaattorneygeneral.gov](http://www.iowaattorneygeneral.gov)

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---

From: Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
Sent: Wednesday, March 13, 2019 2:44 PM  
To: Fiala, Katie [AG]  
Subject: Question about Good,Beale v IDHS

Welcome back Katie!

Michael Boal called and asked me about this Iowa Supreme Court decision issued last week. He wanted to know what, if any, impact this would have regarding discrimination claims. I told him I was waiting for you to return to have a discussion about the case.

We briefly discussed the case at the Commission meeting. Doug Oelschlaeger opined that it was unusual for the Iowa Supreme Court to reverse an administrative rule.

I told Michael we would get back in touch with him. He said there was no hurry.

[ICRC] <<https://icrc.iowa.gov/>>

Linda Grathwohl | Interim Executive Director

Iowa Civil Rights Commission

400 E. 14th

St <<https://nam05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.google.com%2Fmaps%2Fplace%2FIowa%2BCivil%2BRights%2BCommission%2F%4041.592519%2C-93.5999007%2C17z%2Fdata%3D13m1!4b1!4m5!3m4!1s0x87ee99c8dff38af9%3A0xb82eef5d48277c37!8m2!3d41.592515!4d->

93.597712&data=02%7C01%7CKatie.Fiala2%40ag.iowa.gov%7C9628fae12f6a4efd7d6f08d6a7ec67cd%7Caf5fa057d92d47999857ab5d6d03669f%7C0%7C0%7C636881031129923133&sdata=fJadUCQExBKkUk81xi1DFT2CouwbhQnba%2Bhg%2BaD6APc%3D&reserved=0>. | Grimes State Office Building |

Des Moines, IA 50319

Office: 515-281-4509 | Fax: 515-242-5840

E-Mail: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)<mailto:[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> | <https://icrc.iowa.gov/>

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**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Wednesday, March 20, 2019 2:27 PM  
**To:** Michael Boal  
**Subject:** Fwd: Legislative Request for Information

FYI. See information request from LSA below.

Katie, Kaitlin, and I are meeting tomorrow morning to discuss our response and if we will be able to assemble the information within one week.

Let me know if you have any questions.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
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**From:** Lyons, Holly [LEGIS] <[Holly.Lyons@legis.iowa.gov](mailto:Holly.Lyons@legis.iowa.gov)>  
**Date:** Wed, Mar 20, 2019 at 12:29 PM  
**Subject:** Legislative Request for Information  
**To:** Grathwohl, Linda [ICRC] <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
**Cc:** Mechler, Christin [LEGIS] <[Christin.Mechler@legis.iowa.gov](mailto:Christin.Mechler@legis.iowa.gov)>

Ms. Grathwohl:

The Legislative Services Agency (LSA) has received a recent legislative request for information pertaining to harassment cases, including sexual harassment cases involving state government employees and agencies. Pursuant to Iowa Code section 2A.3, which grants the LSA the authority to access agency information and records used in the performance of the agency's statutory duties or contractual arrangements, I am respectfully requesting the following information concerning harassment complaints and cases:

1. How many harassment and sexual harassment complaints in state government is the Iowa Civil Rights Commission currently investigating?

2. How many harassment and sexual harassment cases in state government has the Iowa Civil Rights Commission investigated but are now closed over the last five fiscal years broken down by year? How many of these were sexual harassment cases, also broken down by year?

3. How many cease and desist orders were issued by ICRC to state government related to harassment and sexual harassment cases in the last five years? What remedial action was taken related to these cases?

4. In the last five years, how many harassment complaints in state government were filed with ICRC but dismissed because it was not filed within 300 days of the alleged discriminatory practice? Please provide the breakdown by year.

5. In the last five years, how many mediations has the state entered into with other state entities?

Your prompt attention to this request is appreciated. Please submit the request information to me by March 27, 2019.

Thank you.

Holly M. Lyons

-----

Fiscal Services Division Director

Legislative Services Agency

State Capitol Building

Des Moines, IA 50319

515-281-7845





---

**From:** Boeyink, Nick <nick.boeyink@iowa.gov>  
**Sent:** Friday, March 8, 2019 1:14 PM  
**To:** Grathwohl, Linda  
**Subject:** Re: ICRC Commissioner Justin Johnston

Great thanks

On Fri, Mar 8, 2019 at 1:12 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
Thanks for sending the paperwork. I did not reach out to Ashley Hunt. For some reason I thought her term started in April. I just called her and she will probably be participating by telephone today.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
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On Fri, Mar 8, 2019 at 12:24 PM Boeyink, Nick <nick.boeyink@iowa.gov> wrote:  
I have attached his oath of office. I believe this is what he meant by paperwork. He'll need to give 2 signed and notarized copies to the Secretary of States office.

Also - One of your new members - Ashley Hunt - was appointed and filling a vacancy. Therefore, she can begin membership immediately if she's able. Her term began on 2/15/2019 and ends 4/30/2021. Any chance you have reached out to her about this meeting or were you planning to wait for the next meeting?

Thanks

On Fri, Mar 8, 2019 at 9:58 AM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
Good morning!

We are having a Commission meeting this afternoon at 2 p.m. I just received a call from Commissioner Justin Johnston (who is on his way here for the meeting). He had meant to bring the papers along that he was to fill out for his new term beginning May 1, 2019.

He does not have those papers with him, so he asked if I could get them for him so he could complete them while he was here in Des Moines. Would you be able to send those papers to me to give to him today?

Thank you for your response and consideration.



**Linda Grathwohl** | Interim Executive Director

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |  
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**Nick Boeyink** | Director of Boards and Commissions

Office of the Governor, State of Iowa

Gov. Kim Reynolds & Lt. Gov. Adam Gregg

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, March 8, 2019 1:12 PM  
**To:** Boeyink, Nick  
**Subject:** Re: ICRC Commissioner Justin Johnston

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Thank you for your response and consideration.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl | Interim Executive Director**

**Iowa Civil Rights Commission**

**400 E. 14th St. | Grimes State Office Building |**

**Des Moines, IA 50319**

**Office: 515-281-4509 | Fax: 515-242-5840**

**E-Mail: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>**

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--

**Nick Boeyink | Director of Boards and Commissions**

Office of the Governor, State of Iowa

Gov. Kim Reynolds & Lt. Gov. Adam Gregg

515-725-3509 | [nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)

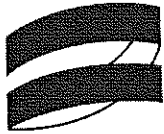
[www.governor.iowa.gov](http://www.governor.iowa.gov)

[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, March 8, 2019 9:29 AM  
**To:** Boeyink, Nick  
**Subject:** Re: Board member name change

Thank you.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Fri, Mar 8, 2019 at 9:23 AM Boeyink, Nick <[nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)> wrote:  
Mrs. Angela Jackson (formerly Ms. Angela Williams), has asked I update her profile and letters with her married name. Find her Appointment letter and contact sheet attached for your records.

--

**Nick Boeyink** | Director of Boards and Commissions  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515-725-3509 | [nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)



KIM REYNOLDS  
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG  
LT GOVERNOR

02/15/2019

Mrs. Angela Jackson  
[REDACTED]

Dear Mrs. Angela Jackson,

It is a pleasure to inform you of your appointment as a member of the Iowa State Civil Rights Commission. Your term will begin 05/01/2019 and end 04/30/2023.

This appointment requires confirmation by the Senate. As an appointee, you may be asked to go before the Senate for an introduction. Hearings also may be held. Please cooperate with them during these proceedings. You will receive a questionnaire from the Secretary of the Senate's office. Please complete and return this questionnaire as soon as possible to the Secretary of the Senate. Your appointment will not be confirmed by the Senate without the completion of this paperwork.

Many board and commission members are required to file annual personal financial disclosure statements with the Ethics Board pursuant to Iowa Code section 68B.35. You will be contacted by the Ethics Board if your appointment requires you to file a personal financial disclosure statement. For more information, contact the Ethics Board at (515) 281-4028.

Enclosed are two copies of an oath of office which must be executed by you in the presence of a notary public and forwarded to the Secretary of State, State Capitol Building, Des Moines, Iowa, 50319, as soon as possible.

I appreciate your acceptance of this appointment, and I hope you will find the challenge a rewarding experience.

Sincerely,

Handwritten signature of Kim Reynolds in cursive.

Kim Reynolds  
Governor

KKR/njb  
Enclosure

Search    Address    Email

# Iowa Boards and Commissions - Mrs. Angela Jackson

## BOARD MEMBERSHIP INFORMATION

Board Name:	Civil Rights Commission, Iowa State
Reappointment or Succeeding:	Re-Appointed
Term:	05/01/2019 to 04/30/2023
Position Title:	Citizen Member

## APPLICANT INFORMATION

Applicant Name and Address	Applicant Contact Information
Mrs. Angela Jackson	Phone: [REDACTED]
[REDACTED]	Cell: [REDACTED]
[REDACTED]	Email: [REDACTED]

## PERSONAL INFORMATION

Birthdate:	[REDACTED]
Gender:	[REDACTED]
Race:	[REDACTED]
Political Affiliation:	[REDACTED]

## EMPLOYMENT DATA

Currently Employed:	[REDACTED]
Occupation:	[REDACTED]
Employer:	[REDACTED]
Work Phone:	[REDACTED]
Work Mobile:	[REDACTED]
Work Fax:	[REDACTED]

---

**From:** Boeyink, Nick <nick.boeyink@iowa.gov>  
**Sent:** Monday, March 4, 2019 4:57 PM  
**To:** linda.grathwohl@iowa.gov  
**Subject:** Civil Rights - Board Appointments

Find Attached.

--

**Nick Boeyink** | Director of Boards and Commissions  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515-725-3509 | [nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)





KIM REYNOLDS  
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG  
LT GOVERNOR

02/15/2019

Ms. Angela Williams  
[REDACTED]

Dear Ms. Angela Williams,

It is a pleasure to inform you of your appointment as a member of the Iowa State Civil Rights Commission. Your term will begin 05/01/2019 and end 04/30/2023.

This appointment requires confirmation by the Senate. As an appointee, you may be asked to go before the Senate for an introduction. Hearings also may be held. Please cooperate with them during these proceedings. You will receive a questionnaire from the Secretary of the Senate's office. Please complete and return this questionnaire as soon as possible to the Secretary of the Senate. Your appointment will not be confirmed by the Senate without the completion of this paperwork.

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I appreciate your acceptance of this appointment, and I hope you will find the challenge a rewarding experience.

Sincerely,

A handwritten signature in cursive script that reads "Kim Reynolds".

Kim Reynolds  
Governor

KKR/njb  
Enclosure

# Iowa Boards and Commissions - Ms. Angela Williams

## BOARD MEMBERSHIP INFORMATION

Board Name:	Civil Rights Commission, Iowa State
Reappointment or Succeeding:	Re-Appointed
Term:	05/01/2019 to 04/30/2023
Position Title:	Citizen Member

## APPLICANT INFORMATION

Applicant Name and Address	Applicant Contact Information
Ms. Angela Williams	Phone: [REDACTED]
[REDACTED]	Cell: [REDACTED]
[REDACTED]	Email: [REDACTED]

## PERSONAL INFORMATION

Birthdate:	[REDACTED]
Gender:	[REDACTED]
Race:	[REDACTED]
Political Affiliation:	[REDACTED]

## EMPLOYMENT DATA

Currently Employed:	[REDACTED]
Occupation:	[REDACTED]
Employer:	[REDACTED]
Work Phone:	[REDACTED]
Work Mobile:	[REDACTED]
Work Fax:	[REDACTED]



KIM REYNOLDS  
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG  
LT GOVERNOR

02/15/2019

Justin Johnston  
[REDACTED]

Dear Justin Johnston,

It is a pleasure to inform you of your appointment as a member of the Iowa State Civil Rights Commission. Your term will begin 05/01/2019 and end 04/30/2023.

This appointment requires confirmation by the Senate. As an appointee, you may be asked to go before the Senate for an introduction. Hearings also may be held. Please cooperate with them during these proceedings. You will receive a questionnaire from the Secretary of the Senate's office. Please complete and return this questionnaire as soon as possible to the Secretary of the Senate. Your appointment will not be confirmed by the Senate without the completion of this paperwork.

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I appreciate your acceptance of this appointment, and I hope you will find the challenge a rewarding experience.

Sincerely,

Kim Reynolds  
Governor

KKR/njb  
Enclosure

# Iowa Boards and Commissions - Justin C Johnston

## BOARD MEMBERSHIP INFORMATION

Board Name:	Civil Rights Commission, Iowa State
Reappointment or Succeeding:	Re-Appointed
Term:	05/01/2019 to 04/30/2023
Position Title:	Citizen Member

## APPLICANT INFORMATION

Applicant Name and Address	Applicant Contact Information
Justin C Johnston [Redacted]	Phone: [Redacted]
	Cell: [Redacted]
	Email: [Redacted]

## PERSONAL INFORMATION

Birthdate:	[Redacted]
Gender:	[Redacted]
Race:	[Redacted]
Political Affiliation:	[Redacted]

## EMPLOYMENT DATA

Currently Employed:	[Redacted]
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KIM REYNOLDS  
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG  
LT GOVERNOR

02/15/2019

Patricia Lipski  
[REDACTED]

Dear Patricia Lipski,

It is a pleasure to inform you of your appointment as a member of the Iowa State Civil Rights Commission. Your term will begin 05/01/2019 and end 04/30/2023.

This appointment requires confirmation by the Senate. As an appointee, you may be asked to go before the Senate for an introduction. Hearings also may be held. Please cooperate with them during these proceedings. You will receive a questionnaire from the Secretary of the Senate's office. Please complete and return this questionnaire as soon as possible to the Secretary of the Senate. Your appointment will not be confirmed by the Senate without the completion of this paperwork.

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I appreciate your acceptance of this appointment, and I hope you will find the challenge a rewarding experience.

Sincerely,

A handwritten signature in cursive script that reads "Kim Reynolds".

Kim Reynolds  
Governor

KKR/njb  
Enclosure

# Iowa Boards and Commissions - Patricia J Lipski

## BOARD MEMBERSHIP INFORMATION

Board Name:	Civil Rights Commission, Iowa State
Reappointment or Succeeding:	Re-Appointed
Term:	05/01/2019 to 04/30/2023
Position Title:	Citizen Member

## APPLICANT INFORMATION

Applicant Name and Address	Applicant Contact Information
Patricia J Lipski	Phone: [REDACTED]
[REDACTED]	Cell: [REDACTED]
	Email: [REDACTED]

## PERSONAL INFORMATION

Birthdate:	[REDACTED]
Gender:	[REDACTED]
Race:	[REDACTED]
Political Affiliation:	[REDACTED]

## EMPLOYMENT DATA

Currently Employed:	[REDACTED]
Occupation:	[REDACTED]
Employer:	[REDACTED]
Work Phone:	[REDACTED]
Work Mobile:	[REDACTED]
Work Fax:	[REDACTED]



KIM REYNOLDS  
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG  
LT GOVERNOR

02/15/2019

Ashley Hunt  


Dear Ashley Hunt,

It is a pleasure to inform you of your appointment as a member of the Iowa State Civil Rights Commission. Your term will begin 02/15/2019 and end 04/30/2021.

This appointment requires confirmation by the Senate. As an appointee, you may be asked to go before the Senate for an introduction. Hearings also may be held. Please cooperate with them during these proceedings. You will receive a questionnaire from the Secretary of the Senate's office. Please complete and return this questionnaire as soon as possible to the Secretary of the Senate. Your appointment will not be confirmed by the Senate without the completion of this paperwork.

Many board and commission members are required to file annual personal financial disclosure statements with the Ethics Board pursuant to Iowa Code section 68B.35. You will be contacted by the Ethics Board if your appointment requires you to file a personal financial disclosure statement. For more information, contact the Ethics Board at (515) 281-4028.

Enclosed are two copies of an oath of office which must be executed by you in the presence of a notary public and forwarded to the Secretary of State, State Capitol Building, Des Moines, Iowa, 50319, as soon as possible.

I appreciate your acceptance of this appointment, and I hope you will find the challenge a rewarding experience.

Sincerely,

A handwritten signature in cursive script that reads "Kim Reynolds".

Kim Reynolds  
Governor

KKR/njb  
Enclosure

# Iowa Boards and Commissions - Ashley Mae Hunt

## BOARD MEMBERSHIP INFORMATION

Board Name:	Civil Rights Commission, Iowa State
Reappointment or Succeeding:	Lawrence Cunningham
Term:	02/15/2019 to 04/30/2021
Position Title:	Citizen Member

## APPLICANT INFORMATION

Applicant Name and Address	Applicant Contact Information
Ashley Mae Hunt	Phone: [REDACTED]
[REDACTED]	Cell: [REDACTED]
[REDACTED]	Email: [REDACTED]

## PERSONAL INFORMATION

Birthdate:	[REDACTED]
Gender:	[REDACTED]
Race:	[REDACTED]
Political Affiliation:	[REDACTED]

## EMPLOYMENT DATA

Currently Employed:	[REDACTED]
Occupation:	[REDACTED]
Employer:	[REDACTED]
Work Phone:	[REDACTED]
Work Mobile:	[REDACTED]
Work Fax:	[REDACTED]



---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Wednesday, February 27, 2019 5:46 PM  
**To:** Grathwohl, Linda  
**Subject:** Re: Re-send (Correction): Concerns About Employment Discrimination by Iowa Commission on Civil Rights

Thanks for passing this along, Linda.

On Wed, Feb 27, 2019 at 3:42 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

. Hi Michael!

Thanks for taking my call. This is a head-up, in case Mr. Katsura contacts the Governor's Office to complain about ICRC. This is the latest e-mail correspondence with him regarding his application for the Clerk Specialist position.



IOWA CIVIL RIGHTS  
COMMISSION

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
E-Mail: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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----- Forwarded message -----

From: **Smith, Kaitlin** <[kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov)>  
Date: Wed, Feb 27, 2019 at 2:52 PM  
Subject: Re: Re-send (Correction): Concerns About Employment Discrimination by Iowa Commission on Civil Rights  
To: [theuniversewithintheuniverse@yahoo.com](mailto:theuniversewithintheuniverse@yahoo.com) <[theuniversewithintheuniverse@yahoo.com](mailto:theuniversewithintheuniverse@yahoo.com)>  
Cc: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

Mr. Katsura,

Thank you for your response. If you believe you have been discriminated against, you could contact the Equal Employment Opportunity Commission. The contact information for that agency can be found here: <https://www.eeoc.gov/field/milwaukee/>. Further, you could also contact the State of Iowa Office of Ombudsman. The contact information for that agency can be found here: <https://www.legis.iowa.gov/Ombudsman/>.

Kind Regards,  
Kaitlin Smith

On Wed, Feb 27, 2019 at 2:34 PM Ken Katsura <[theuniversewithintheuniverse@yahoo.com](mailto:theuniversewithintheuniverse@yahoo.com)> wrote:  
In all fairness, I am a professionally trained sociologist with legal work experience. I used to work for one of the top law firms in the nation.

So, Ms. Smith, you mean to suggest when it comes to civil rights matters trust is a good replacement for critical reasoning and investigation?

Remember the points I brought to your attention in my first email to you.

- Ken Katsura

Sent from Yahoo Mail on Android

On Wed, Feb 27, 2019 at 2:20 PM, Ken Katsura <[theuniversewithintheuniverse@yahoo.com](mailto:theuniversewithintheuniverse@yahoo.com)> wrote:

Thank you, Ms. Smith, but as you know, your response was somewhat vague. Given the facts, and that "work experience" was likely unlisted on the position requirements in the position advertisements, you'll have to be more specific.

What were the characteristics of "work experience" you were looking for which compelled you to invite them for interview but not me?

I didn't even get a chance to interview! What on applicant's resumes or applications did they have which I lacked, for example?

Please realize, my resume and application is in response to the qualifications your advertisement indicated. So, if there were other qualifications, such as what you refer to as "work experience," not listed in your advertisement, that others had privy to, this, also, is unfair.

In addition, while I appreciate there were many applicants, the point is neither here nor there relative to be the merits of competition.

Sincerely,

Ken Katsura  
(213) 214-6039

Sent from Yahoo Mail on Android

On Wed, Feb 27, 2019 at 8:37 AM, Smith, Kaitlin <[kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov)> wrote:

Mr. Katsura,

Thank you for your communication. As it is the Iowa Civil Rights Commission's duty to enforce the Iowa Civil Rights Act in this state, we take your allegations very seriously, and can assure you that your race,

national origin, and sex did not play a part in our hiring decision for the Clerk Specialist position. There was an extremely large number of applicants, and the individual selected had work experience which better fit the needs of the position.

Thank you for your application, and I wish you luck in your job search.

Kind Regards,  
Kaitlin Smith



**IOWA CIVIL RIGHTS  
COMMISSION**

**Kaitlin Smith** | Supervisor

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319

Office: 515-281-0333 | Fax: 515-242-5840

E-Mail: [kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov) | <https://icrc.iowa.gov/>



On Tue, Feb 26, 2019 at 4:39 PM Ken Katsura <[theuniversewithintheuniverse@yahoo.com](mailto:theuniversewithintheuniverse@yahoo.com)> wrote:  
Dear Ms. Grathwohl, Interim Executive Director, Iowa Civil Rights Commission:

I am writing to you because I have some concerns and questions regarding the process of selection for the clerical position to which I applied.

I'll be brief. I would like to know why I was not selected for an interview.

Here are the facts:

- I am a citizen of the United States who is of Japanese ancestry
- I graduated with a double major in Sociology and Political Science (Public Administration and Pre-Law)
- I graduated from the 5th ranked Sociology department in the nation (UC Santa Barbara - College Factual 2019)
- I possess an extensive administrative support and communications employment history
- Your department lists only 17% males in your staff directory
- Your department lists no Asian surnames
- In three consecutive visits to the Iowa Workforce Development agency (Army Post Road, Des Moines), I did not witness a single Asian individual working there
- In a 2016 survey of Iowa Republican Party members, nearly 30% responded in favor of the Japanese American Internment Camps
- The State of Iowa's administration is presently run by administrative leadership which openly regards itself as registered Republican

Without hesitation, I am greatly concerned that I have been discriminated against by the State of Iowa Commission on Civil Rights, on the basis of race/ancestry and gender.

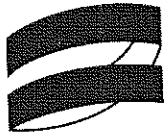
Can you please help me determine why I was not invited for an interview?

Thank you.

Sincerely,

Ken Katsura  
200 Grand Avenue  
Apt. 309  
Des Moines, IA 50309  
(213) 214-6029

--



**IOWA CIVIL RIGHTS  
COMMISSION**

**Kaitlin Smith | Supervisor**

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319

**Office:** 515-281-0333 | **Fax:** 515-242-5840

**E-Mail:** [kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov) | <https://icrc.iowa.gov/>



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**IOWA CIVIL RIGHTS  
COMMISSION**

**Kaitlin Smith | Supervisor**

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319

**Office:** 515-281-0333 | **Fax:** 515-242-5840

**E-Mail:** [kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov) | <https://icrc.iowa.gov/>



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--

**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Tuesday, February 26, 2019 5:48 PM  
**To:** Grathwohl, Linda  
**Cc:** Fiala, Katie [AG]; Sueann Johnson  
**Subject:** Re: SF 63, Service Animals

Linda,

Thank you for sending this and Katie thank you for your analysis- it is much appreciated. Although I don't know as much in this area of the law, I certainly agree that this legislation is less significant than the scale of Missouri's. Let me know if you hear any official position from HUD going forward. Thank you!

Michael

On Mon, Feb 25, 2019 at 2:51 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:

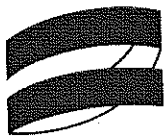
Michael,

Attached is a Memorandum prepared by Katie Fiala, Assistant Attorney General, reviewing SF341.

Although we have not had a response to our inquiry to HUD this year, we have an email from Regional Director, Betty Bottinger, from March 27, 2018. She provided an informal analysis of the bill that was proposed in last year's legislative session. The memo [REDACTED]

*Privileged - Attorney Client*

After you have had a chance to review the Memorandum, please contact us with any other questions or concerns. Thank you.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
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On Fri, Feb 22, 2019 at 9:52 AM Boal, Michael <michael.boal@iowa.gov> wrote:

Thank you for passing this along, Linda.

It appears the Senate Bill passed through committee with amendments yesterday, and is now titled as SF341. Has anyone at the Commission looked into this issue to determine whether Iowa will still be in substantial compliance? From my brief review, it appears the Missouri changes were more substantive than those contained in the old version of the Iowa Senate Bill, although I haven't reviewed the committee amendments (letter from HUD to Missouri is attached).

Let me know if this has been looked into or if anyone has thoughts. Of course let me know if you hear from Ms. Bottinger or the DC office. Thanks!  
Michael

On Thu, Feb 21, 2019 at 6:17 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
FYI--Inquiry from LSA and my response are found below. Let me know if you have any questions. Thanks.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
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----- Forwarded message -----

From: **Grathwohl, Linda** <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
Date: Thu, Feb 21, 2019 at 1:46 PM  
Subject: Re: SF 63, Service Animals  
To: Mechler, Christin [LEGIS] <[Christin.Mechler@legis.iowa.gov](mailto:Christin.Mechler@legis.iowa.gov)>

Christin,  
I forwarded Senate File 63 to the HUD Regional Office in Kansas City on January 28, 2019 (right after the federal shut-down ended and when their office opened). The Regional Director, Betty Bottinger, told me on February 4, 2019, that she forwarded my email to HUD Headquarters in D.C. I have not had a response yet. I will follow up with her to see if she has any guidance. Let me know if there is other information needed.  
Thanks.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
E-Mail: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Thu, Feb 21, 2019 at 1:37 PM Mechler, Christin [LEGIS] <[Christin.Mechler@legis.iowa.gov](mailto:Christin.Mechler@legis.iowa.gov)> wrote:

Hi Linda,

I just wanted to briefly follow up with you regarding Senate File 63, the bill related to service animals.

In the fiscal note data request response, you state the following:

“If this bill changes the Iowa Civil Rights Act in such a way that the ICRC no longer qualifies as a FHAP, the ICRC could lose its federal funding if there was no contract with HUD. For the current fiscal year, that would be a loss of \$506,657.80. The State of Missouri recently lost their certification as a FHAP, where amendments to their civil rights law led to the loss of HUD funding for their state civil rights agencies.”

Did the CRC look into whether or not this proposed bill would change the Iowa Civil Rights Act that would lead to a loss in funding? Please let me know as soon as possible!

Thank you!

Christin Mechler





***Christin Mechler***

Legislative Analyst II

Legislative Services Agency

515-250-0458

[christin.mechler@legis.iowa.gov](mailto:christin.mechler@legis.iowa.gov)

--  
**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, February 22, 2019 2:33 PM  
**To:** Michael Boal  
**Subject:** Fwd: Agenda -- March 8, 2019 ICRC Meeting

Just to keep you up to date --our Commission is having a meeting in two weeks. There is no need to respond. Thanks.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** linda.grathwohl@iowa.gov | <https://icrc.iowa.gov/>

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Date:** Fri, Feb 22, 2019 at 1:46 PM  
**Subject:** Agenda -- March 8, 2019 ICRC Meeting  
**To:** Williams, Angela <angela.williams2@iowa.gov>, The Great Frame Up of West Des Moines <westdesmoines@thegreatframeup.com>, Douglas Oelschlaeger <doug.oelschlaeger@iowa.gov>, Doug Oelschlaeger <doug@willdox.com>, Justin Johnston <justin.johnston@iowa.gov>, Marcelena Ordaz <marcelena.ordaz@iowa.gov>, Patricia Lipski <patricia.lipski@iowa.gov>, Sam Kooiker <sam.kooiker@iowa.gov>, Sam Kooiker <sam@cityofsheldon.com>, Patricia J. Lipski <tricialipski@iowatelecom.net>, Marcelena Ordaz <lena.ordaz@gmail.com>, J.J. Stone <dubdawg2@hotmail.com>

See attached. Looking forward to seeing you on March 8. Have a wonderful weekend!



IOWA CIVIL RIGHTS  
COMMISSION

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## **Iowa Civil Rights Commission Agenda**

Friday, March 8, 2019 at 3:00 pm  
Room B100, Grimes State Office Building  
400 E. 14<sup>th</sup> Street  
Des Moines, IA 50319

1. Roll Call
2. Recognition of Public, Press and Commissioners
3. Approval of Minutes from 11/9/2018
4. Introduction of newest Commissioner, Justin Johnston of Sioux City.
5. Public Comment
6. Commissioners' Reports
  - a. Commissioner Angela Jackson
  - b. Commissioner Patricia Lipski
  - c. Commissioner Doug Oelschlaeger
  - d. Commissioner Marcelena Ordaz
  - e. Commissioner Sam Kooiker
  - f. Commissioner Justin Johnston
7. Director's Report
  - a. Annual Report FY2018
  - b. Legislative session update
  - c. Hiring
  - d. Outreach committee
  - e. Symposium
8. Next Meeting
9. Adjournment

### **Conference Call Instructions**

Conference call number: 1-866-685-1580

Passcode: 2066159014 #

People on the call will hear a beep whenever someone joins or leaves the call.

Any person needing special assistance or with special accessibility needs should contact Kaitlin Smith at 515-281-0333 or [kaitlin.smith@iowa.gov](mailto:kaitlin.smith@iowa.gov).

---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Friday, February 22, 2019 1:26 PM  
**To:** Grathwohl, Linda  
**Cc:** Johnson, Sueann; Fiala, Katie [AG]  
**Subject:** Re: SF 63, Service Animals

Great, thanks and you too!

Michael

On Fri, Feb 22, 2019 at 11:38 AM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:

Michael,

Thanks for the update. Katie and I started reviewing SF341 this morning. We'll also review the HUD letter you provided and our past e-mail correspondence with HUD. We'll get back to you early next week with the results of our research.

Have a great weekend!



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On Fri, Feb 22, 2019 at 9:52 AM Boal, Michael <michael.boal@iowa.gov> wrote:

Thank you for passing this along, Linda.

It appears the Senate Bill passed through committee with amendments yesterday, and is now titled as SF341. Has anyone at the Commission looked into this issue to determine whether Iowa will still be in substantial compliance? From my brief review, it appears the Missouri changes were more substantive than those contained in the old version of the Iowa Senate Bill, although I haven't reviewed the committee amendments (letter from HUD to Missouri is attached).

Let me know if this has been looked into or if anyone has thoughts. Of course let me know if you hear from Ms. Bottinger or the DC office. Thanks!  
Michael

On Thu, Feb 21, 2019 at 6:17 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
FYI--Inquiry from LSA and my response are found below. Let me know if you have any questions. Thanks.



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Christin,  
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Hi Linda,

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Did the CRC look into whether or not this proposed bill would change the Iowa Civil Rights Act that would lead to a loss in funding? Please let me know as soon as possible!

Thank you!

Christin Mechler



*Christin Mechler*

Legislative Analyst II

Legislative Services Agency

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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, February 21, 2019 6:17 PM  
**To:** Michael Boal  
**Subject:** Fwd: SF 63, Service Animals

FYI--Inquiry from LSA and my response are found below. Let me know if you have any questions. Thanks.



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**Date:** Thu, Feb 21, 2019 at 1:46 PM  
**Subject:** Re: SF 63, Service Animals  
**To:** Mechler, Christin [LEGIS] <Christin.Mechler@legis.iowa.gov>

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Christin Mechler



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Legislative Analyst II

Legislative Services Agency

515-250-0458

[christin.mechler@legis.iowa.gov](mailto:christin.mechler@legis.iowa.gov)

---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Wednesday, February 20, 2019 5:11 PM  
**To:** Grathwohl, Linda  
**Subject:** Re: voting rights for felons

Thank you

On Wed, Feb 20, 2019 at 4:55 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
FYI. I am passing on the contact information from the League of Women Voters. I have not talked to her, since the ICRC does not have jurisdiction over civil liberties issues like voting rights.



**IOWA CIVIL RIGHTS  
COMMISSION**

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**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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----- Forwarded message -----

**From:** Myrna Loehrlein <[myrnaloehr@gmail.com](mailto:myrnaloehr@gmail.com)>  
**Date:** Wed, Feb 20, 2019 at 3:36 PM  
**Subject:** voting rights for felons  
**To:** <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

Has the Civil Rights Commission thought about the implications to minority rights of disenfranchising felons? The League of Women Voters is working to return voting rights to persons who have been convicted of a felony. I am thinking about two particular areas.

1. Since members of minority groups are disproportionately affected by incarceration, denying voting rights hits these communities by far the hardest.
2. Requiring payment of fees, fines, and restitution to regain voting rights, again, hits these communities. In addition to higher incarceration rates, lower employment rates make restoration of voting rights harder to achieve.

Janet Abejo-Parker of the Cedar Rapids Civil Rights Commission suggested I contact you. The Legislature is making these decisions now. Would the icrc have an interest in joining the work on this issue? If you felt you

could support a particular solution, that would be good. If you felt you could add information to aid legislators as they consider this issue, that would also be good.

I am the Chair of the League of Women Voters Criminal and Juvenile Justice Committee. You can reach me at [myrnaloehr@gmail.com](mailto:myrnaloehr@gmail.com).

Thank you

Myrna Loehrlein

--

**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Wednesday, February 20, 2019 8:46 AM  
**To:** Boal, Michael  
**Subject:** Re: Time for a phone call?

9:00 is perfect. I'll call you then. Thanks.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
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On Wed, Feb 20, 2019 at 8:45 AM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:  
Thanks for reaching out- how about 9 or 9.30? I had a morning appointment but it was cancelled due to weather. Thanks,  
Michael

On Wed, Feb 20, 2019 at 8:38 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
Michael,  
I am asking for a few minutes of your time for a short phone call. It involves confidential matters, so I would have to go to a conference room to call you. Today I have no meetings scheduled, so I am available any time. If not today, then another time this week would work as well. Please let me know of a time that works for you.

Thank you.



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---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Thursday, February 14, 2019 1:14 PM  
**To:** Grathwohl, Linda  
**Cc:** Pat Garrett; Fiala, Katie [AG]  
**Subject:** Re: Davenport Civil Rights Commission

Thanks for sharing. Katie or Linda, let me know when you have a few minutes to chat and discuss the background- just for context at this point. Thanks!  
Michael

On Thu, Feb 14, 2019 at 12:43 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
FYI: I received this inquiry from a reporter from the Quad City Times. I did not know anything about the local dispute until reading the article he attached. I checked with Kaitlin Smith, the other supervisor, and Katie Fiala, our Assistant Attorney General, and they provided background information. Apparently former Executive Director Kristin Johnson had been in discussion with some of the parties involved in this local matter.

Right now, I do not plan to respond. Please advise if you have any questions or other input. Thank you.



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----- Forwarded message -----

**From:** Bill Lukitsch <BLukitsch@qctimes.com>  
**Date:** Thu, Feb 14, 2019 at 11:17 AM  
**Subject:** Davenport Civil Rights Commission  
**To:** [Linda.Grathwohl@iowa.gov](mailto:Linda.Grathwohl@iowa.gov) <[Linda.Grathwohl@iowa.gov](mailto:Linda.Grathwohl@iowa.gov)>

Linda,



Bill Lukitsch with the Quad-City Times in Davenport. I was wondering if you have a few minutes to chat about this: [https://qctimes.com/news/local/govt-and-politics/this-is-a-first-new-appointees-to-davenport-civil-rights/article\\_6c56137c-e75b-566a-9579-f43269680cfc.html](https://qctimes.com/news/local/govt-and-politics/this-is-a-first-new-appointees-to-davenport-civil-rights/article_6c56137c-e75b-566a-9579-f43269680cfc.html)

If Davenport's commission is being led by unofficial members and making decisions that'll be rendered void, could that affect our municipal agency's partnership with the ICRC?

I'm free this afternoon if you have some time to talk. I'm available at my desk: 563-383-2307

Thanks and take care,

Bill Lukitsch

Quad-City Times

500 E. 3rd St.

Davenport, IA 52801

Office: (563) 383-2307

Cell: (773) 716-7874

[blukitsch@qctimes.com](mailto:blukitsch@qctimes.com)



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---

**From:** Garrett, Pat <pat.garrett@iowa.gov>  
**Sent:** Thursday, February 14, 2019 12:53 PM  
**To:** Grathwohl, Linda  
**Cc:** Michael Boal  
**Subject:** Re: Davenport Civil Rights Commission

Thanks for flagging

On Thu, Feb 14, 2019 at 12:43 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
FYI: I received this inquiry from a reporter from the Quad City Times. I did not know anything about the local dispute until reading the article he attached. I checked with Kaitlin Smith, the other supervisor, and Katie Fiala, our Assistant Attorney General, and they provided background information. Apparently former Executive Director Kristin Johnson had been in discussion with some of the parties involved in this local matter.

Right now, I do not plan to respond. Please advise if you have any questions or other input. Thank you.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** linda.grathwohl@iowa.gov | <https://icrc.iowa.gov/>

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----- Forwarded message -----

**From:** Bill Lukitsch <BLukitsch@qctimes.com>  
**Date:** Thu, Feb 14, 2019 at 11:17 AM  
**Subject:** Davenport Civil Rights Commission  
**To:** Linda.Grathwohl@iowa.gov <Linda.Grathwohl@iowa.gov>

Linda,

Bill Lukitsch with the Quad-City Times in Davenport. I was wondering if you have a few minutes to chat about this: [https://qctimes.com/news/local/govt-and-politics/this-is-a-first-new-appointees-to-davenport-civil-rights/article\\_6c56137c-e75b-566a-9579-f43269680cfc.html](https://qctimes.com/news/local/govt-and-politics/this-is-a-first-new-appointees-to-davenport-civil-rights/article_6c56137c-e75b-566a-9579-f43269680cfc.html)

If Davenport's commission is being led by unofficial members and making decisions that'll be rendered void, could that affect our municipal agency's partnership with the ICRC?

I'm free this afternoon if you have some time to talk. I'm available at my desk: 563-383-2307

Thanks and take care,

Bill Lukitsch

Quad-City Times

500 E. 3rd St.

Davenport, IA 52801

Office: (563) 383-2307  
Cell: (773) 716-7874  
[blukitsch@qctimes.com](mailto:blukitsch@qctimes.com)

Quad-City  
**Times**  
qctimes.com



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--  
**Pat Garrett** | Communications Director  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515.802.0986 | [Pat.Garrett@iowa.gov](mailto:Pat.Garrett@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Wednesday, February 13, 2019 3:18 PM  
**To:** Thompson, Damian  
**Subject:** Re: Constituent Inquiry - 2/13/19

Thanks. I will find out the answer and return his call.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Wed, Feb 13, 2019 at 2:45 PM Thompson, Damian <[damian.thompson@iowa.gov](mailto:damian.thompson@iowa.gov)> wrote:  
Hello,

A gentleman called who was interested in possibly applying for the Civil Rights Commission. He wanted to know if there was an associated honorarium and/or expense policy. I have provided his phone number below.

(202) 679-5708

Thanks,  
Damian

--  
Damian J. Thompson | Constituent Liaison  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3518 | [damian.thompson@iowa.gov](mailto:damian.thompson@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, February 7, 2019 4:17 PM  
**To:** Pat Garrett; Michael Boal  
**Subject:** Fwd: Media request for the Des Moines Register

FYI -- Response received. I did not reply.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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**From:** **Fleig, Shelby** <[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)>  
**Date:** Thu, Feb 7, 2019 at 3:33 PM  
**Subject:** RE: Media request for the Des Moines Register  
**To:** Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

Hi Linda,

Does the ICRC track a dollar amount, similar to what the EEOC tracks, as to how much is collected each year to pay out sexual harassment claims? For example, the EEOC says \$56.6 million was collected for such claims in FY2018: [https://www.eeoc.gov/eeoc/statistics/enforcement/sexual\\_harassment\\_new.cfm](https://www.eeoc.gov/eeoc/statistics/enforcement/sexual_harassment_new.cfm)

I understand that number represents only a small amount of actual settlements given confidentiality and those cases settled with the help of state agencies like ICRC. Does ICRC track this annual information?

Thank you for any help.

Shelby

**From:** Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
**Sent:** Thursday, February 7, 2019 2:03 PM  
**To:** Fleig, Shelby <[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)>  
**Subject:** Re: Media request for the Des Moines Register

The ICRC does not track this type of data, nor do we have access to such data. The information is not available to us.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl | Interim Executive Director  
Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |

Des Moines, IA 50319

**Office:** 515-281-4509 | **Fax:** 515-242-5840

**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Thu, Feb 7, 2019 at 12:10 PM Fleig, Shelby <[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)> wrote:

Hi Linda,

I'm a reporter at the Des Moines Register in Iowa. I'm working on a story today about sexual harassment settlements by local and state governments here in Iowa. I am specifically trying to determine if these settlements are higher than other states on average, given multiple harassment settlements with millions going to one individual.

I thought you might be able to help me understand the sexual harassment settlements process, how settlement amounts are determined, and the exact number of such cases in the state. In addition, perhaps you're willing to share some insight as to how to best contextualize, if possible, Iowa sexual harassment settlement amounts in comparison to other states'/EEOC sexual harassment settlements nationwide.

Please let me know if you have any time to chat today. I'd love to gain some perspective from you or a colleague at the Commission. I'm flexible to call anytime today but am on deadline.

Thank you for your time!

Shelby

**Shelby Fleig**

General assignment reporter

Des Moines Register

[desmoinesregister.com](http://desmoinesregister.com)

515.214.8933

[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)

[@shelbyfleig](#)



---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, February 7, 2019 2:14 PM  
**To:** Pat Garrett  
**Subject:** Fwd: Media request for the Des Moines Register

I should have sent the response to you by bcc. Here it is.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
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**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Date:** Thu, Feb 7, 2019 at 2:02 PM  
**Subject:** Re: Media request for the Des Moines Register  
**To:** Fleig, Shelby <shelbyfleig@dmreg.com>

The ICRC does not track this type of data, nor do we have access to such data. The information is not available to us.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
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I thought you might be able to help me understand the sexual harassment settlements process, how settlement amounts are determined, and the exact number of such cases in the state. In addition, perhaps you're willing to share some insight as to how to best contextualize, if possible, Iowa sexual harassment settlement amounts in comparison to other states'/EEOC sexual harassment settlements nationwide.

Please let me know if you have any time to chat today. I'd love to gain some perspective from you or a colleague at the Commission. I'm flexible to call anytime today but am on deadline.

Thank you for your time!

Shelby

**Shelby Fleig**

General assignment reporter

Des Moines Register

[desmoinesregister.com](http://desmoinesregister.com)

515.214.8933

[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)

[@shelbyfleig](#)

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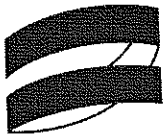
**From:** Garrett, Pat <pat.garrett@iowa.gov>  
**Sent:** Thursday, February 7, 2019 1:49 PM  
**To:** Grathwohl, Linda  
**Subject:** Re: Media request for the Des Moines Register

Cell is 515-802-0986

On Thu, Feb 7, 2019 at 1:48 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
I tried calling you, and I received the message that your voicemail had not been set up yet.

I talked to other staff in the office, and they agreed. The ICRC does not track this type of data, nor do we have access to such data. The information is not available to us. There are attorneys in private practice who may know the answers to these questions.

After you have talked to Michael, let me know how you want me to proceed. Thanks for your help.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
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**From:** **Fleig, Shelby** <[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)>  
**Date:** Thu, Feb 7, 2019 at 12:10 PM  
**Subject:** Media request for the Des Moines Register  
**To:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

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Thank you for your time!

Shelby

**Shelby Fleig**

General assignment reporter

Des Moines Register

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[@shelbyfleig](#)

--  
**Pat Garrett** | Communications Director  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515.802.0986 | [Pat.Garrett@iowa.gov](mailto:Pat.Garrett@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, February 7, 2019 1:06 PM  
**To:** Michael Boal; Pat Garrett  
**Subject:** Fwd: Media request for the Des Moines Register

I would appreciate your help in responding to this request from the Des Moines Register.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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**From:** **Fleig, Shelby** <[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)>  
**Date:** Thu, Feb 7, 2019 at 12:10 PM  
**Subject:** Media request for the Des Moines Register  
**To:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

Hi Linda,

I'm a reporter at the Des Moines Register in Iowa. I'm working on a story today about sexual harassment settlements by local and state governments here in Iowa. I am specifically trying to determine if these settlements are higher than other states on average, given multiple harassment settlements with millions going to one individual.

I thought you might be able to help me understand the sexual harassment settlements process, how settlement amounts are determined, and the exact number of such cases in the state. In addition, perhaps you're willing to share some insight as to how to best contextualize, if possible, Iowa sexual harassment settlement amounts in comparison to other states'/EEOC sexual harassment settlements nationwide.

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Thank you for your time!

Shelby

**Shelby Fleig**

General assignment reporter

Des Moines Register

[desmoinesregister.com](http://desmoinesregister.com)

515.214.8933

[shelbyfleig@dmreg.com](mailto:shelbyfleig@dmreg.com)

[@shelbyfleig](#)

---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Wednesday, February 6, 2019 3:21 PM  
**To:** Grathwohl, Linda  
**Cc:** Sueann Johnson  
**Subject:** Re: Two more Fiscal Date Requests

Look good. Thanks!  
Michael

On Wed, Feb 6, 2019 at 10:01 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Hi Michael!

HF 146: This is an identical bill to HF 89, and so the response is the same as the one you reviewed previously for that bill.

HF 177: We did not have much to say regarding this bill, but we are providing our response in case you want to review.

Both of these responses are due tomorrow, on February 7. Thank you for your time. Let me know if you have any questions.



**IOWA CIVIL RIGHTS  
COMMISSION**

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**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Tuesday, February 5, 2019 9:33 AM  
**To:** Boal, Michael  
**Subject:** Re: More fiscal data request replies from ICRC

Thanks Michael! I think we only have two more this week, and if they are duplicates of other bills introduced we won't need to bother you with them!



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
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On Tue, Feb 5, 2019 at 9:30 AM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:  
Linda, I have reviewed and these look good to me. Thanks,  
Michael

On Mon, Feb 4, 2019 at 9:55 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
Michael,  
Here are four additional fiscal data request replies we have prepared for submission to LSA, with a deadline of tomorrow. If you have any comments or questions, let us know. Thanks.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt .Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, February 4, 2019 11:02 AM  
**To:** Connell, Kirby  
**Subject:** Re: Invitation for April 5, 2019

I appreciate your response. I apologize for forgetting to copy Michael in my original email. Thank you.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
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On Mon, Feb 4, 2019 at 10:05 AM Connell, Kirby <[kirby.connell@iowa.gov](mailto:kirby.connell@iowa.gov)> wrote:  
Hi Linda,

Thank you for your email. I don't see this event on the Governor's calendar yet, but I am checking to see if we are able to make it. Typically we schedule the Governor about a month in advance, but I'll be sure to let you know as soon as possible if she will be able to join you. Also copying in Michael for his awareness.

Thanks,

**Kirby Connell** | Scheduler  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Gov. Adam Gregg  
515-725-3510 | [Kirby.Connell@iowa.gov](mailto:Kirby.Connell@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

On Fri, Feb 1, 2019 at 2:39 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:  
Kirby,

I talked to you earlier today. I was informed that our prior Executive Director, Kristin Johnson, invited Governor Reynolds to speak at the April 5, 2019, Iowa Civil Rights Symposium in Altoona, Iowa. See <https://icrc.iowa.gov/news/6th-iowa-civil-rights-symposium-and-3rd-build-it-right-iowa-conference>

I am writing to inquire whether Governor Reynolds replied to that invitation, and if so, whether she had accepted the invitation.

Thank you for your help with this matter.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl | Interim Executive Director**  
**Iowa Civil Rights Commission**  
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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, February 4, 2019 10:50 AM  
**To:** Michael Boal  
**Subject:** Fwd: Invitation for April 5, 2019

Michael

I apologize for forgetting to copy you on this email last week. According to staff, Kristin had invited Governor Reynolds to speak during the lunch time at our Symposium. I do not know whether Kristin had extended the invitation, and if so, I do not know what topic Kristin suggested. My e-mail was intended to be information-gathering. I am sorry I don't have more information. Thank you.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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----- Forwarded message -----

**From:** **Connell, Kirby** <[kirby.connell@iowa.gov](mailto:kirby.connell@iowa.gov)>  
**Date:** Mon, Feb 4, 2019 at 10:05 AM  
**Subject:** Re: Invitation for April 5, 2019  
**To:** Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
**Cc:** Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)>

Hi Linda,

Thank you for your email. I don't see this event on the Governor's calendar yet, but I am checking to see if we are able to make it. Typically we schedule the Governor about a month in advance, but I'll be sure to let you know as soon as possible if she will be able to join you. Also copying in Michael for his awareness.

Thanks,

**Kirby Connell** | Scheduler  
Office of the Governor, State of Iowa

Gov. Kim Reynolds & Lt. Gov. Adam Gregg

515-725-3510 | [Kirby.Connell@iowa.gov](mailto:Kirby.Connell@iowa.gov)

[www.governor.iowa.gov](http://www.governor.iowa.gov)

[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

On Fri, Feb 1, 2019 at 2:39 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Kirby,

I talked to you earlier today. I was informed that our prior Executive Director, Kristin Johnson, invited Governor Reynolds to speak at the April 5, 2019, Iowa Civil Rights Symposium in Altoona, Iowa. See <https://icrc.iowa.gov/news/6th-iowa-civil-rights-symposium-and-3rd-build-it-right-iowa-conference>

I am writing to inquire whether Governor Reynolds replied to that invitation, and if so, whether she had accepted the invitation.

Thank you for your help with this matter.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |

Des Moines, IA 50319

Office: 515-281-4509 | Fax: 515-242-5840

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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, February 4, 2019 9:55 AM  
**To:** Michael Boal  
**Cc:** Sueann Johnson  
**Subject:** More fiscal data request replies from ICRC

Michael,

Here are four additional fiscal data request replies we have prepared for submission to LSA, with a deadline of tomorrow. If you have any comments or questions, let us know. Thanks.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** HF 19 – A bill for an act prohibiting employment discrimination based on unemployment status and providing remedies.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary:

This bill prohibits employment discrimination based on an individual's status as unemployed. It seeks to amend and add sections of the Iowa Civil Rights Act (ICRA), namely 216.2 (14A), 216.2 (15), 216.6B, and 216.15 (9)(a)(10).

- New Section 216.6B adds "unemployment status discrimination" to the ICRA as an unfair or discriminatory practice. The bill defines "status as unemployed" as occurring when an individual who has applied for a job does not have a job, is available for work, and is searching for work.
- The bill outlines specific prohibitions for 1) employers and 2) employment agencies concerning the following: job postings, consideration of job applicants, hiring decisions, and altering employment agency records.
- The bill also outlines damages that an individual may recover against employers or employment agencies that are found to have discriminated on the basis of unemployment status. Damages include, but are not limited to actual damages, court costs, reasonable attorney fees, and the following when applicable under certain situations: 1) damages in an amount not to exceed \$1,000.00 for each day the unfair or discriminatory practice occurs or 2) damages in an amount not to exceed \$5,000.00 if wages, salary, employment benefits, or other compensation have not been denied or lost to the individual.

## Issue Details:

- The EEOC offers some guidance on this subject on its website. See [https://www.eeoc.gov/laws/practices/unemployed\\_status.cfm](https://www.eeoc.gov/laws/practices/unemployed_status.cfm).
  - Current federal law does not prevent employers from asking about unemployed status, but the federal EEO laws do prohibit using this information to discriminate. If an employer does reject job applicants based on unemployed status, it must do so consistently, without regard to race, color, national origin, religion, sex, disability, age, and genetic information.
  - Employers also must not screen out job applicants based on unemployed status if it does not help the employer to accurately identify responsible and reliable employees and if, at the same time, it significantly disadvantages people of a particular race, color, national origin, religion, or sex.

- Other states and municipalities have passed laws prohibiting unemployment discrimination, including New Jersey, Oregon, New York City, Washington D.C., Chicago, Illinois, and Madison, Wisconsin.

**Assumptions:**

The ICRC assumes that passage of the proposed bill, which creates a new protected basis in the area of employment discrimination, would result in an increase of complaints filed with and investigated by the ICRC. It is likely this may necessitate the addition of employees to the staff.

**Funding Sources:**

The ICRC is not certain whether funding available through the EEOC contract would be available to process such complaints. The funding for such work may have to come from the General Fund or other state funds.

**Estimate Fiscal/Operational Impact:**

At this point ICRC is not able to estimate the fiscal or operational impact. Salary projection for one FTE (entry level) for Civil Rights Specialists for FY2020 is \$65,053.

**Related Data & Sources:**

Unknown at this time.



# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** HF 89 – A bill for an act relating to wage discrimination under the Iowa Civil Rights Act of 1965 and in state contracting, making penalties applicable, and establishing an equal pay task force.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary:

This bill requires a non-state party to a contract for goods or services with the state to submit certain information pertaining to each of its employees in a report to DAS and the Iowa Civil Rights Commission (ICRC). It seeks to amend and add sections of the Iowa Civil Rights Act (ICRA), namely 216.6A (2A, 5) and 216.6A (3).

- New Section 216.6A (2A) prohibits an employer or agent of employer from engaging in the following unfair or discriminatory practices:
  - Requiring employees to refrain from disclosing, inquiring about, and discussing information about wages, benefits, and other forms of compensation.
  - Requiring employees to sign a waiver requiring them to refrain from the activities above.
  - Discriminating or retaliating against employees who engage in the activities above.
  - Seek salary history information (incl. wages, benefits, and other forms of compensation) from job applicants and potential employees.
  - Releasing the salary history (incl. wages, benefits, and other forms of compensation) of any current or former employee to a prospective employer without written authorization from the current or former employee.
  - Publishing a job posting by any public manner without including the minimum rate of pay for the position (incl. overtime, allowances, and tips, if claimed as part of the minimum wage).
  - Paying a new employee less than the publically advertised rate of pay for the position.
- New subsection 216.6A (5) requires the ICRC to establish a “statewide, toll-free telephone hotline” for the purpose of receiving complaints relating to wage discrimination in state contracting.
- The bill amends Section 216.6A, subsection 3, by adding an affirmative defense that a business could establish the pay differential is a bona fide factor relating to education, training, or experience.
- The bill would require creation of an “Equal Pay Task Force,” to include the Director of the ICRC and twelve other directors and representatives from state agencies, labor organizations, community organizations, the general assembly, etc. The task force would study the following:

- The extent of wage disparity in both private and public sectors, between men and women, and between minorities and non-minorities.
- Factors causing wage disparities.
- Consequences of wage disparities on the economy.
- Prevention and elimination of wage disparities.

## **Issues**

- At the present time, the ICRC is not staffed to operate a statewide, toll-free hotline for purposes of receiving complaints regarding wage discrimination.
- The affirmative defense is already available through case law in a similar form as written in this bill.
- The Equal Pay Task Force envisioned by this legislation would constitute a new area of responsibility for the ICRC Director, requiring focused time and resources on an ongoing basis and potentially requiring restructuring of current responsibilities. The bill additionally requires the ICRC to provide unspecified "staffing services" for the task force. It is unclear what additional responsibilities this would entail and at what cost to the ICRC in terms of use of existing resources and need for additional resources. The bill also requires the task force to submit a report to the Governor no later than December 18, 2020. This would certainly require focused time and resources for the ICRC Director and current employees.

## **Assumptions:**

The ICRC assumes that passage of the proposed bill, which creates multiple new adverse actions for which individuals can file complaints alleging employment discrimination with the ICRC, would result in a significant increase of complaints filed with and investigated by the ICRC. It is impossible to anticipate at this time how much of an increase could be expected. However, it is highly likely this would necessitate the addition of employees. It is further assumed that the creation of a hotline and task force, and collection and maintenance of data, as outlined in the proposed legislation, would require significant additional funding, staff, and other resources.

## **Funding Sources:**

There would be limited funding available through ICRC's contract with the EEOC to process complaints. The funding for the staff and procedures needed to implement all provisions of this bill would need to be provided by the General Fund and other state funds.

## **Estimate Fiscal/Operational Impact:**

There would be a need to hire additional employees to staff a hotline and respond to the additional complaint. At least one new full-time intake officer would be needed to coordinate the process.

Salary projection for one FTE (entry level) for Civil Rights Specialists for FY2020 is \$65,053.

## **Related Data & Sources:**

Unknown at this time.

# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** HF 109 – A bill for an act requiring employers to provide reasonable accommodations to employees based on pregnancy or childbirth and making penalties applicable.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary:

This bill requires an employer to provide reasonable accommodations to an employee based on medical conditions related to the employee's pregnancy or childbirth if requested by the employee with the advice of her health care provider. It seeks to add a new subsection to the Iowa Civil Rights Act (ICRA) under the existing section on employment policies relating to pregnancy and childbirth. Iowa Code 216.6 (2)(f).

## Issue Details:

### Assumptions:

The ICRC assumes that passage of the proposed bill, as well as increased public awareness of the rights of pregnant employees, could result in an increase of complaints filed with and investigated by the ICRC. It is possible this would necessitate the addition of employees.

### Funding Sources:

The ICRC is not certain whether funding available through the EEOC contract would be available to process such complaints. The funding for such work may have to come from the General Fund or other state funds.

### Estimate Fiscal/Operational Impact:

At this point ICRC is not able to estimate the fiscal or operational impact. Salary projection for one FTE (entry level) for Civil Rights Specialists for FY2020 is \$65,053.

### Related Data & Sources:

Unknown at this time.

# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** HF 155 – A bill for an act relating to unfair or discriminatory employment practices based upon issues relating to reproductive health, and including effective date provisions.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary:

This bill relates to unfair or discriminatory employment practices based on reproductive health decisions. It seeks to amend Iowa Code 216.2 (15) and add a new section 216.6B to the Iowa Civil Rights Act (ICRA).

- This bill prohibits employers from taking an adverse employment action against an employee based on the use of any drug, device, or medical service related to reproductive health by the employee, employee's spouse, or employee's dependent. It also prohibits employers from requiring employees to sign a waiver denying the right to make their own health care decisions. It also prohibits employers from retaliating against an employee for asserting their right to make their own health care decisions.
- This bill proposes an exemption for any bona fide religious institution with respect to any qualifications the institution may impose based on religion, sexual orientation, or gender identity when such qualifications are related to a bona fide religious purpose.

## Issue Details:

- It is unclear whether the bill is adding a protected class to the Iowa Civil Rights Act, or whether it is to be applied to persons in already designated protected classes in 216.6 (age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability). It does not specify the protected classes as are listed in other unfair or discriminatory practices in the Iowa Civil Rights Act.

## Assumptions:

The ICRC assumes that passage of the proposed bill could result in an increase of complaints filed with and investigated by the ICRC. It is possible this would necessitate the addition employees.

## Funding Sources:

The ICRC is not certain whether funding available through the EEOC contract would be available to process such complaints. The funding for such work may have to come from the General Fund or other state funds.

**Estimate Fiscal/Operational Impact:**

At this point ICRC is not able to estimate the fiscal or operational impact. Salary projection for one FTE (entry level) for Civil Rights Specialists for FY2020 is \$65,053.

**Related Data & Sources:**

Unknown at this time.

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, February 1, 2019 2:39 PM  
**To:** Kirby Connell  
**Subject:** Invitation for April 5, 2019

Kirby,

I talked to you earlier today. I was informed that our prior Executive Director, Kristin Johnson, invited Governor Reynolds to speak at the April 5, 2019, Iowa Civil Rights Symposium in Altoona, Iowa. See <https://icrc.iowa.gov/news/6th-iowa-civil-rights-symposium-and-3rd-build-it-right-iowa-conference>

I am writing to inquire whether Governor Reynolds replied to that invitation, and if so, whether she had accepted the invitation.

Thank you for your help with this matter.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, February 1, 2019 12:29 PM  
**To:** Boal, Michael  
**Cc:** Sueann Johnson  
**Subject:** Re: Fiscal Data Requests

Thank you. I attended the subcommittee meeting regarding assistance animals/service animals, so I can get you up to date.  
Have a great weekend!



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** linda.grathwohl@iowa.gov | <https://icrc.iowa.gov/>

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On Fri, Feb 1, 2019 at 12:17 PM Boal, Michael <michael.boal@iowa.gov> wrote:  
Sorry, forgot to Reply-all on this one

----- Forwarded message -----

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Date:** Fri, Feb 1, 2019 at 12:16 PM  
**Subject:** Re: Fiscal Data Requests  
**To:** Johnson, Sueann <sueann.johnson@iowa.gov>

Sounds great. I have reviewed these three and they look good. Thanks for looping me in! I'll be out of office at the archives this afternoon, but we should catch up sometime on the animal assistance subcommittee. Thanks,

Michael

On Fri, Feb 1, 2019 at 11:02 AM Johnson, Sueann <sueann.johnson@iowa.gov> wrote:  
Hi Michael,

Just chiming in here to let you know that all three of these fiscal note requests have a submission deadline of 2/2. If you have any suggestions or feedback, could you let Linda or myself know prior to 4:00pm today? We'd like to submit by end of day, if possible.

Also, just a heads up that we have received fiscal note requests for several other bills in the past couple of days with submission deadlines next week, so we will be sending more of these to you in the next couple of days.

Thanks!

On Fri, Feb 1, 2019 at 9:37 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

I made a mistake and sent you an earlier draft for SSB 1038. Attached is the correct version. So sorry for the error!



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
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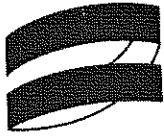
----- Forwarded message -----

From: **Grathwohl, Linda** <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
Date: Fri, Feb 1, 2019 at 9:14 AM  
Subject: Fiscal Data Requests  
To: Michael Boal <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)>  
Cc: Sueann Johnson <[sueann.johnson@iowa.gov](mailto:sueann.johnson@iowa.gov)>

Michael,  
Attached are the proposed responses from ICRC to the Fiscal Data Requests for HF 110 (sexual harassment in employment), SF 63 (assistance animals/service animals), and SSB 1038 (law enforcement profiling).

Let me know if you have any comments or suggestions. Thank you.





**IOWA CIVIL RIGHTS  
COMMISSION**

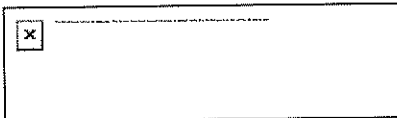
**Linda Grathwohl | Interim Executive Director**

**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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--  
*SueAnn*

**sueAnn D. Johnson**  
**Civil Rights Specialist**  
**Iowa Civil Rights Commission**  
Grimes State Office Building  
400 E. 14th St.  
Des Moines, IA 50319  
[sueann.johnson@iowa.gov](mailto:sueann.johnson@iowa.gov)  
(515) 281-4433



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--  
**Michael Boal | Deputy Legal Counsel**  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

--  
**Michael Boal** | Deputy Legal Counsel  
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[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, February 1, 2019 9:37 AM  
**To:** Michael Boal  
**Cc:** Sueann Johnson  
**Subject:** Fwd: Fiscal Data Reqiests

I made a mistake and sent you an earlier draft for SSB 1038. Attached is the correct version. So sorry for the error!



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

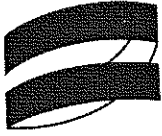
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**From:** Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
**Date:** Fri, Feb 1, 2019 at 9:14 AM  
**Subject:** Fiscal Data Reqiests  
**To:** Michael Boal <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)>  
**Cc:** Sueann Johnson <[sueann.johnson@iowa.gov](mailto:sueann.johnson@iowa.gov)>

Michael,  
Attached are the proposed responses from ICRC to the Fiscal Data Requests for HF 110 (sexual harassment in employment), SF 63 (assistance animals/service animals), and SSB 1038 (law enforcement profiling).

Let me know if you have any comments or suggestions. Thank you.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl | Interim Executive Director**

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |

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# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** HF 110 – A bill for an act relating to sexual harassment in employment policies and protections, and including effective date provisions.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary/Issue Details:

This bill relates to sexual harassment in employment. It seeks to amend and add sections of the Iowa Civil Rights Act (ICRA), namely Sections 216.2 (15), 216.6B, 216.15 (1), and 216.15 (3)(a).

- Under Iowa Code Chapter 216, persons file complaints with the ICRC regarding sexual harassment in employment. According to the existing law, through the procedures set in place for the ICRC, complaints are screened, investigated, mediated, and litigated. Persons also have the option of requesting an administrative release (right to sue) which allows them to pursue their claims in district court. See <https://icrc.iowa.gov/file-complaint/outline-complaint-process>.
- New section 216.6B adds “sexual harassment in employment” to the ICRA as an unfair or discriminatory practice. The ICRC is concerned that the bill, as currently written, proposes a definition of “sexual harassment” that is different from that which is currently recognized by the courts. The newly proposed definition appears to raise the standard from what is currently considered sexual harassment (meaning less claims will be successful), and may result in different standards under state and federal law.
- The bill requires the ICRC to assume many new responsibilities, including preparing and disseminating a model policy and a model poster regarding sexual harassment to employers, conducting inspection and examination of places of employment, working individually with employers to identify deficiencies in their own sexual harassment policies and providing resources and training to remedy the deficiencies, maintaining confidential records relating to inspections and investigations, developing mechanisms for reporting sexual harassment online and via a telephone hotline, developing a public education and outreach program regarding prevention and reporting of sexual harassment, and submitting to the Governor a report that includes information concerning new reporting mechanisms, number of complaints, suggestions for further legislative action, and other information. If implemented as written, this would certainly impact the work of the ICRC in myriad ways. The fiscal impact of this legislation would be very significant, likely necessitating the hiring of several additional full-time employees as well as creating a new division within the agency to focus on the area of sexual harassment in employment.

**Assumptions:**

The ICRC assumes that passage of the proposed bill would result in a significant increase of complaints filed with and investigated by the ICRC. It is impossible to anticipate at this time how much of an increase could be expected. The additional responsibilities outlined in the proposed legislation would require significant additional funding, staff, and other resources.

**Funding Sources:**

There would be limited funding available through ICRC's contract with the EEOC to process complaints. The funding for the staff and procedures needed to implement all provisions of this bill would need to be provided by the General Fund and other state funds.

**Estimate Fiscal/Operational Impact:**

We would need to hire several new staff members to head a compliance unit. It is not clear, but it appears the ICRC would be responsible for reviewing the harassment policies of every business in Iowa. The coordination, travel, and staff hours are almost impossible to estimate at this time.

Other questions and issues that need to be addressed:

1. ICRC would need to maintain records of all of the inspections of the businesses. Where and how would such records be maintained?
2. ICRC would need funding to create an online filing portal
4. ICRC Staff is directed to create the model policy and poster. Other human resource groups in the state may want to be involved in such a process.
5. Several new staff members would be needed to conduct the public education and outreach.
6. At least one new full-time intake officer would be needed to coordinate the online filing process.

Salary projection for one FTE (entry level) for Civil Rights Specialists for FY2020 is \$65,053.

# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** SF 63 – A bill for an act relating to assistance animals and service animals in housing and misrepresentation of an animal as a service animal or a service-animal-in-training, providing penalties, and including effective date and applicability provisions.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary/Issues:

This bill relates to service animals, service-animals-in-training, and assistance animals in housing. It seeks to amend and add sections of Iowa Code Chapter 216, the Iowa Civil Rights Act, namely Sections 216.2 (15), 216.8B, and 216.8C. It also seeks to amend sections of Iowa Code Chapter 216C, Rights of Persons with Disabilities, namely Section 216C.11.<sup>1</sup>

- Under Iowa Code Chapter 216, persons file complaints with the ICRC regarding assistance animals in housing. According to the existing law, through the procedures set in place for the ICRC, complaints are screened, investigated, mediated, and litigated. Extensive outreach to landlords, tenants, and the general public is available and provided, through printed material and in-person trainings. For example, see the ICRC Fact Sheet on assistance animals and service dogs, <https://icrc.iowa.gov/sites/default/files/publications/2015/AssistanceAnimalsFactSheet.pdf>
- New Section 216.8B defines the terms “assistance animal” and “service animal.” It also makes a person who knowingly denies or interferes with the right of a person with a disability requiring a service or assistance animal to access housing, guilty of a simple misdemeanor, which is punishable by confinement of no more than 30 days, or fine of between \$65 and \$625, or both. The bill currently does not specify what entity will be responsible for enforcement, assessment of penalties, monitoring, and collection of fines. The ICRC is a neutral civil law enforcement agency. It is not sanctioned nor structured to perform regulatory or criminal functions. No federal funding could be used for such work.
- New section 216.8C places responsibility on medical professionals to make two key written findings: 1) whether a patient has a disability, and 2) whether the person has a disability-related need for a service or assistance animal. The ICRC recognizes that this provision attempts to document the findings that are needed now for a tenant to have an assistance animal, pursuant to fair housing laws; or for a person to have a service dog in a public accommodation, as outlined in the existing federal law.

---

<sup>1</sup> This fiscal note from the Iowa Civil Rights Commission (ICRC) will only address the issues raised with the Iowa Civil Rights Act, since the ICRC does not have jurisdiction under Section 216C.11. See *Shumate v. Drake University*, 846 NW2d 503 (Iowa 2014).

- New section 216.8C (3) requires the ICRC, in consultation with the Consumer Protection Division of the Office of the Attorney General, to adopt rules regarding the making of written findings by medical professionals and specifies rules for developing a standardized form. The ICRC currently has extensive forms available on its website, which were modeled on sample forms developed by HUD. One example is Form B: Assistance Animal Requests: Health Care Professional Form, <https://icrc.iowa.gov/sites/default/files/publications/2017/AssistanceAnimalsSampleHealthCareProfessionalForm.pdf> Modifying this form in consultation with the Consumer Protection Division of the Office of the Attorney General would require focused time and effort for a short period by one of the ICRC's existing employees. The ICRC anticipates minimal fiscal impact presuming the modified form could continue to be made available online and at the ICRC office.

### **Assumptions:**

The ICRC assumes that passage of the proposed bill, and increased awareness of the rights and responsibilities of individuals with disabilities, medical professionals, and landlords across the state, may result in an increase of complaints filed with the ICRC. However, it is not possible to anticipate at this time how much of an increase could be expected. Housing discrimination claims based on disability already are the highest number of complaints filed in the housing area. Of those complaints, for FY 2016 through FY2018, approximately 45 to 50% of the claims involved assistance animal issues.

### **Funding Sources:**

Some of the existing funding from the U.S. Department of Housing and Urban Development (HUD) may be available to continue the existing work. However, in order for the ICRC to continue receive funding from HUD as a Fair Housing Assistance Program (FHAP), the Iowa Civil Rights Act has to be in "substantial equivalence" to the federal Fair Housing Act (Title VIII). See information at the HUD website, [https://www.hud.gov/program\\_offices/fair\\_housing\\_equal\\_opp/partners/FHAP](https://www.hud.gov/program_offices/fair_housing_equal_opp/partners/FHAP). If this bill changes the Iowa Civil Rights Act in such a way that the ICRC no longer qualifies as a FHAP, the ICRC could lose its federal funding if there was no contract with HUD. For the current fiscal year, that would be a loss of \$506,657.80. The State of Missouri recently lost their certification as a FHAP, where amendments to their civil rights law led to the loss of HUD funding for their state civil rights agencies.

### **Estimate Fiscal/Operational Impact:**

As stated above, there is a concern about the loss of federal funding for housing discrimination work of the ICRC.



# LSA FISCAL SERVICES DIVISION DATA REQUEST

**Bill:** SSB 1038 – A bill for an act relating to law enforcement profiling by standardizing collection and centralizing the compilation and reporting of officer stop and compliance data, providing for officer training, creating a community policing advisory board, providing for penalties and remedies, and including effective date provisions.

**Agency:** Iowa Civil Rights Commission

**Contact:** Linda Grathwohl, Interim Executive Director  
T: 515-281-4509  
E: linda.grathwohl@iowa.gov

## Bill Summary/Issue Details:

This bill relates to racial profiling by law enforcement. Racially discriminatory pretextual stops are unconstitutional, as held by the Supreme Court of the United States in *Whren v. United States*, 517 U.S. 806, 116 S.Ct. 1769 (1996). The proposed bill seeks to amend and add sections of the Iowa Civil Rights Act (ICRA), namely Sections 216.2 (15), 216.6 (1)(e), and 216.10A.

- New section 216.10A adds “Profiling” to the ICRA as an unfair or discriminatory practice.
- New section 80H.2 defines “disparate treatment” on the basis of race, color, ethnicity, religion, or national origin. This definition omits other protected bases defined in the ICRA, such as sexual orientation and gender identity.
- The bill envisions the creation of a new community policing advisory board, with the ICRC Director participating as an active voting member. This would constitute a new area of responsibility for the ICRC Director, requiring focused time and resources on an ongoing basis and potentially requiring restructuring of current responsibilities.
- New section 80H.5 may require the ICRC to create, or consult with the community policing advisory board on the creation of, a new “standard notice form” informing individuals of their right to file a complaint with the ICRC if they believe they are the victim of illegal profiling, for law enforcement to provide at stops. It is unknown what fiscal impact this could have on the ICRC at this point, as it is yet undetermined whether the police officers would hand out existing materials, such as an ICRC complaint form or brochure, or whether a new form/brochure/card referring specifically to illegal profiling would be required.
- The bill requires the ICRC to consult on data collection rules and anti-racial profiling training. The ICRC recognizes the potential benefit of collected data in its investigation and adjudication of complaints of discrimination.

## Assumptions:

The ICRC assumes that passage of the proposed bill, and increased public awareness of the rights of individuals with respect to discriminatory profiling, would result in an increase of complaints filed with the ICRC. Particularly if members of the law enforcement are required to disseminate information about how to file a complaint of discrimination with the ICRC at every traffic stop (“when practicable,” as

stated in the bill) and other occasions, it is highly likely this would significantly increase the ICRC's workload and necessitate the addition of full-time employees.

**Funding Sources:**

The funding for such work would have to come from the General Fund or other state funds.

**Estimate Fiscal/Operational Impact:**

At this point ICRC is not able to estimate the fiscal or operational impact. Salary projection for one FTE (entry level) for Civil Rights Specialists for FY2020 is \$65,053.

**Related Data & Sources:**

Unknown at this time.

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, January 24, 2019 12:37 PM  
**To:** Michael Boal; Pat Garrett  
**Subject:** Fwd: Question

Just wanted you to know the inquiries about the Petition to ISU and ICRC are starting. We are prohibited by Iowa Code section 216.15(5) from confirming or denying whether a complaint has been filed with our office. That will be my reply.

Let me know if you have any questions or concerns.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** linda.grathwohl@iowa.gov | <https://icrc.iowa.gov/>

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**From:** Engel, Cathy [LEGIS] <Cathy.Engel@legis.iowa.gov>  
**Date:** Thu, Jan 24, 2019 at 11:56 AM  
**Subject:** Question  
**To:** Grathwohl, Linda [ICRC] <linda.grathwohl@iowa.gov>

Hi Linda,

I understand that you are the acting Civil Rights Commission Director. Two of my Senators have received a petition relating to and requesting an investigation into Iowa State University Extension and 4-H and anti LGBTQ treatment. I have been asked to contact the Civil Rights Commission to see if any complaints relating to ISU Extension and 4-H have been filed. The linked Des Moines Register story helps explain the issue. Thank you!

<https://www.desmoinesregister.com/story/news/local/columnists/courtney-crowder/2018/08/03/iowa-4-h-director-fired-lgbtq-policy-controversy-4-h/894921002/>

***Cathy***

Catherine Engel

Senate Democratic Caucus Research Staff

State Capitol

Des Moines 50319

(515) 281-8688

***“Better to light one candle than to curse the darkness.” Anonymous***

---

**From:** Trombino, Paul <paul.trombino@iowa.gov>  
**Sent:** Thursday, January 24, 2019 9:20 AM  
**To:** Grathwohl, Linda  
**Subject:** Re: Need to reschedule Meeting today

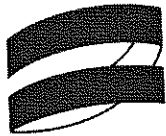
Linda,

January 31st at 9am works great. Thank you.

On Thu, Jan 24, 2019 at 9:12 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Paul,

Let us know if one of the following dates works for you: January 30 or 31, or February 4, 5, or 6. Meeting at 9 am works on any of those dates. If none of those dates or the 9 am time slot does not fit in your schedule, let us know and we'll find other options. Thank you.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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On Thu, Jan 24, 2019 at 8:22 AM Trombino, Paul <[paul.trombino@iowa.gov](mailto:paul.trombino@iowa.gov)> wrote:

Linda,

I have had another meeting come up this morning which I need to attend. So, maybe we can reschedule our meeting to next week or the week after if that works for you. I sincerely apologize for this change. Thank you.

--

**Paul Trombino III** | COO  
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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Tuesday, January 22, 2019 4:35 PM  
**To:** Pat Garrett  
**Subject:** Fwd: Question from the Des Moines Register

Hi Pat!

Here is the updated request from Courtney Crowder from the Des Moines Register. If you have some time tomorrow, I'd like to talk to you a few minutes before I respond. Thanks.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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**From:** Crowder, Courtney <[ccrowder@registermedia.com](mailto:ccrowder@registermedia.com)>  
**Date:** Tue, Jan 22, 2019 at 4:24 PM  
**Subject:** RE: Question from the Des Moines Register  
**To:** Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

Hey, Linda,

Ah, OK. I wasn't thinking about timing, but I guess both timeframes is what I am asking about.

Is there something about the request being either before or during the investigation process that would make a difference as to whether or not personal records could be kept under privacy concerns?

*Are you aware if people seeking their employment records for an ICRC complaint are often denied those records due to privacy concerns? Is it common or rare that someone seeking their employment records for an ICRC complaint would be denied access to those over privacy complaints?*

Thanks,

Courtney

**From:** Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>  
**Sent:** Tuesday, January 22, 2019 1:49 PM  
**To:** Crowder, Courtney <[ccrowder@registermedia.com](mailto:ccrowder@registermedia.com)>  
**Subject:** Re: Question from the Des Moines Register

Hi Courtney!

Sorry we have been playing phone tag. My question about your request is in regard to what time period you are referencing. Do you want to know about an employee's access to their records prior to filing a complaint with ICRC? Or during the investigation process?

Once I know what information you are seeking, I will do research. Since I have been in the Interim Executive Director position a little over two weeks, I want to check with other staff before answering your question. Thank you.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl | Interim Executive Director  
Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |

Des Moines, IA 50319

**Office:** 515-281-4509 | **Fax:** 515-242-5840

**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Tue, Jan 22, 2019 at 9:33 AM Crowder, Courtney <[ccrowder@registermedia.com](mailto:ccrowder@registermedia.com)> wrote:

Reupping this request. We have traded phone calls. Can you please reply with questions via email or tell me a time that you will be at your desk?

Cheers,

Courtney

## **Courtney Crowder**

Iowa Columnist and Storytellers Coach

## **Des Moines Register**

PART OF THE USA TODAY NETWORK

Mobile: 847-226-1684

[ccrowder@dmreg.com](mailto:ccrowder@dmreg.com)

[@courtneycare](#)

Newest stories:

<http://www.desmoinesregister.com/staff/34425/courtney-crowder/>

**From:** Crowder, Courtney  
**Sent:** Monday, January 14, 2019 2:48 PM  
**To:** 'linda.grathwohl@iowa.gov' <linda.grathwohl@iowa.gov>; 'kaitlin.smith@iowa.gov' <kaitlin.smith@iowa.gov>  
**Subject:** FW: Question from the Des Moines Register

Got the response that Kristin is no longer with the agency. Can one of you please respond?

Thanks!

CC

**From:** Crowder, Courtney  
**Sent:** Monday, January 14, 2019 2:44 PM  
**To:** kristin.johnson2@iowa.gov  
**Subject:** Question from the Des Moines Register

Kristin,

Happy New Year. I hope you are well.

I have a general question for you:

Are you aware if people seeking their employment records for an ICRC complaint are often denied those records due to privacy concerns? Is it common or rare that someone seeking their employment records for an ICRC complaint would be denied access to those over privacy complaints?

Thanks,

**Courtney Crowder**

Iowa Columnist and Storytellers Coach

## **Des Moines Register**

PART OF THE USA TODAY NETWORK

Mobile: 847-226-1684

[ccrowder@dmreg.com](mailto:ccrowder@dmreg.com)

[@courtneycare](#)

Newest stories:

<http://www.desmoinesregister.com/staff/34425/courtney-crowder/>

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Tuesday, January 22, 2019 2:54 PM  
**To:** Michael Boal; Sueann Johnson  
**Subject:** Fwd: Department Presentation, Justice System Appropriations Budget Subcommittee

See below regarding my invitation to speak at the Justice System Appropriations Subcommittee.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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**From:** **Mechler, Christin [LEGIS]** <[Christin.Mechler@legis.iowa.gov](mailto:Christin.Mechler@legis.iowa.gov)>  
**Date:** Tue, Jan 22, 2019 at 2:34 PM  
**Subject:** Department Presentation, Justice System Appropriations Budget Subcommittee  
**To:** Grathwohl, Linda [ICRC] <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)>

Good afternoon, Director Grathwohl,

The Chairpersons of the Justice System Appropriations Subcommittee are requesting a presentation from the Civil Rights Commission on January 29th, at 10 am in room 24. The Subcommittee is requesting a 5 min presentation with 10 min left for questions and discussion afterwards. Please confirm with us your availability on that date. If you are unavailable on that date please let us know, we may have some flexibility depending on the availability of the other departments, but it will be limited.

Prior to the meeting, please send us a digital copy of your presentation and materials so that we may post them on our website. On the day of the meeting, please bring 25 hardcopies of your presentation and any other handouts. We will send a follow up email in the next few days with the information the Subcommittee is interested in hearing as a part of the presentation.

Thank you!

Laura and Christin



*Christin Mechler*

Legislative Analyst II

Legislative Services Agency

515-250-0458

[christin.mechler@legis.iowa.gov](mailto:christin.mechler@legis.iowa.gov)

---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, January 21, 2019 3:25 PM  
**To:** Boal, Michael  
**Subject:** Re: ICRC proposed outreach

Michael,  
That's no problem. I appreciate you getting back to me. I am attempting to keep you informed of issues that involve public relations/outreach or regarding the legislature. Let me know if there are too many e-mails, or if you'd rather get a phone call. I usually send the e-mails when there is no need of an immediate response.

Thanks again for your reply! Hope your week goes well too!  
Linda



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
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On Mon, Jan 21, 2019 at 3:06 PM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:

Linda,  
Sorry for the late response. I believe this looks like a good outreach event. Have a good week!  
Michael

On Fri, Jan 18, 2019 at 1:57 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Michael,  
Just wanted to check in with you. As part of a contract with IEDA, we are required to do outreach about fair housing, "particularly at events that attract diverse attendees." I learned yesterday of the "I'll Make Me A World in Iowa--Iowa's African-American Festival." A booth at their Education Day on January 25, 2019, is \$250.

I know it's late notice. I am assuming it's ok that we go ahead with this project, unless you think otherwise. I can still register for it on Monday (I'll be in the office Monday afternoon).

Thanks for your help. Have a great weekend!



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl | Interim Executive Director**

**Iowa Civil Rights Commission**

400 E. 14th St. | Grimes State Office Building |

Des Moines, IA 50319

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**Michael Boal | Deputy Legal Counsel**

Office of the Governor, State of Iowa

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515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)

[www.governor.iowa.gov](http://www.governor.iowa.gov)

[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Trombino, Paul <paul.trombino@iowa.gov>  
**Sent:** Friday, January 18, 2019 12:23 PM  
**To:** Grathwohl, Linda  
**Cc:** Michael Boal  
**Subject:** Re: ICRC Agency Briefing Document

Linda,

Thank you for the report.

Thanks,  
Paul

On Fri, Jan 18, 2019 at 12:14 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Good afternoon!

See attached Agency Briefing Document from the Iowa Civil Rights Commission. Please let me know if you have any questions.

Have a great weekend!



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
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**Paul Trombino III** | COO  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3508 | mobile 515-802-0233  
[Paul.Trombino@iowa.gov](mailto:Paul.Trombino@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)



---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, January 18, 2019 12:14 PM  
**To:** Trombino, Paul  
**Cc:** Michael Boal  
**Subject:** ICRC Agency Briefing Document

Good afternoon!

See attached Agency Briefing Document from the Iowa Civil Rights Commission. Please let me know if you have any questions.

Have a great weekend!



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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**Iowa Civil Rights Commission**  
**Agency Briefing Document**

Introduction:

The Iowa Civil Rights Commission is a neutral, law enforcement agency that enforces the "Iowa Civil Rights Act of 1965." The Commission addresses discrimination in the following ways:

- Case resolution through intake, screening, mediation, investigation, conciliation, and public hearings;
- Conducting state-wide public education and training programs to prevent and respond to discrimination;
- Testing to determine the existence or extent of discrimination in Iowa.

The Iowa Civil Rights Act of 1965 prohibits discrimination in the areas of employment, housing, credit, public accommodations (public services and buildings), and education. Discrimination and harassment are illegal if based on actual or perceived race, skin color, national origin, religion, creed, sex, pregnancy, sexual orientation, gender identity, physical disability, mental disability, age (in employment and credit), familial status (in housing and credit), or marital status (in credit).

1. Executive Operating Budget Overview

ICRC received the following amounts in FY2019:

- a. \$1,198,266 in General Fund appropriation to support salaries, benefits, and general operations.
- b. \$477,284 in federal funds for reimbursement of expenses for HUD cases.

ICRC has contracted to receive the following amounts in FY2019:

- a. \$637,200 in federal funds for reimbursement of expenses for EEOC cases.
- b. \$60,850 from a grant provided by the Iowa Economic Development Authority for Building Conference (3<sup>rd</sup> Annual Build it Right).

2. Current Full-Time-Equivalents (FTEs)

ICRC currently has the following Employee counts:

- a. 25 Filled Positions
- b. 2 Funded – Vacant Positions

3. Contract Employees

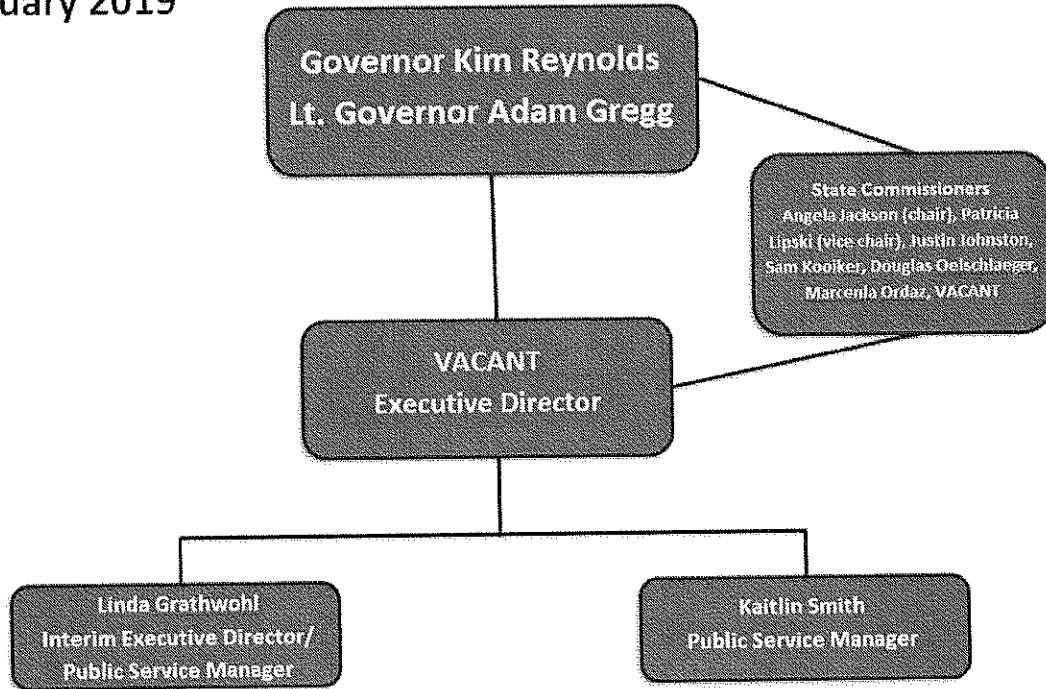
- a. ICRC does not have any contract employees; use of a temp is very sporadic.
- b. ICRC currently has one (1) paid intern; the use of interns is generally during the summer (law students). In the summer of 2018, we had seven (7) unpaid interns from Drake University Law School and the University of Iowa College of Law.

4. Organization Chart – Identify down to level of key leadership people/positions and identify any key leadership positions you have vacant
  - a. See chart below, which identifies the Executive Director position as vacant.

# Organizational Table



January 2019



5. Outline of Substantive Contractual Obligations
  - a. ICRC does not have any substantive contractual obligations.

---

**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Friday, January 18, 2019 11:09 AM  
**To:** Pat Garrett; Grathwohl, Linda  
**Subject:** Fwd: Change.org Petition to ICRC

Thank you, Linda. Looping in Pat Garrett, our Communications Director

----- Forwarded message -----

**From:** **Grathwohl, Linda** <linda.grathwohl@iowa.gov>  
**Date:** Thu, Jan 17, 2019 at 11:32 AM  
**Subject:** Change.org Petition to ICRC  
**To:** Michael Boal <michael.boal@iowa.gov>

Attached is the first page of a petition we received today from Change.Org regarding ISU, 4-H, and ISU Extension. They want us to initiate a general investigation (which we don't do since we investigate complaints from individuals). There were 1,180 names (54 pages) of people from across the world who signed on to this petition.

There are a number of ways the ICRC can respond. I thought you would want to know about it since it involves other state entities.. We can talk about it when you have time. I have some background information I can provide in our conversation.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
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**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** linda.grathwohl@iowa.gov | <https://icrc.iowa.gov/>

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--  
**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
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Recipient: Iowa Civil Rights Commission, Iowa Faculty Senate

Letter: Greetings,

We request that the Iowa Civil Rights Commission investigate whether Iowa 4-H and Iowa State University Extension have created a hostile climate against LGBTQ individuals (including youth, volunteers and staff) and if they are fully compliant with Iowa Civil Rights Law which expressly protects LGBTQ persons from discrimination.

Over the last few months several news articles (Including the Des Moines Register, NPR, the Daily Beast, Slate and USA Today) have uncovered a pattern of exclusion against LGBTQ youth and adults in Iowa's 4-H program, which is part of Iowa State University Extension. After receiving pressure from the Trump Administration, Iowa State University Extension rolled back protections for LGBTQ youth in the Iowa 4-H program, when the Iowa 4-H Executive Director resisted they fired him.

Iowa State's public response has been to roll back LGBTQ protections because they were "controversial" and because they did not allow individuals (especially donors and elected officials) to discriminate when they felt "uncomfortable".

As reported by the Iowa State Statesman (Iowa State University student newspaper), John Lawrence, Vice President Iowa State University Extension stated -- "In my opinion, I think the policy was controversial because it got into details about pronouns and bathrooms and just because someone doesn't like it they can't do anything about it,"

We are most concerned about the new "accommodation" requirement (which frames being LGBTQ as a disability) where Iowa 4-H mandates that only an adult parent or volunteer can request an accommodation. This step in the new 4-H policy will exclude youth from using the bathroom that corresponds to their gender identity without parental consent and approval by the County Extension Office and Iowa State. In simple words they must disclose their status as LGBTQ before they ask to use the toilet.

RECEIVED  
IOWA CIVIL RIGHTS COM.  
29 JAN 7 AM 10:11

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**From:** Krause, Cassidy <kassidy.krause@iowa.gov>  
**Sent:** Wednesday, January 16, 2019 12:17 PM  
**To:** mark.braun@iowaregents.edu; DALE.WOOLERY@iowa.gov; Larson@iowaabd.com; Ann Lebo; jeff.wright@iowa.gov; linda.grathwohl@iowa.gov; Misjak, Karen; phil.groner@iowa.gov; Janet.Phipps@iowa.gov; Hansen, Ron; daniel.craig@iowa.gov; chris.kramer@iowa.gov; Debi.Durham@iowaeda.com; ryan.wise@iowa.gov; san.wong@iowa.gov; jfoxhov@dhs.state.ia.us; rod.roberts@dia.iowa.gov; david.roederer@iowa.gov; bruce.trautman@dnr.iowa.gov; gerd.clabaugh@idph.iowa.gov; bayens@dps.state.ia.us; adam.humes2@iowa.gov; Wharton, Emily; mark.lowe@dot.iowa.gov; steven.lukan@iowa.gov; linda.miller@iowa.gov; katie.averill@iowa.gov; Megan Tooker; Flinn, Joyce; doug.ommen@iid.iowa.gov; judy.bradshaw@iowa.gov; donna.mueller@ipers.org; brian.ohorilko@iowa.gov; ljohnson@spd.state.ia.us; geri.huser@iub.iowa.gov; timon.oujiri@ivh.state.ia.us; Beth Townsend; Franklin, Jeff  
**Cc:** Sara Craig  
**Subject:** Re: Inaugural Update

Hi again,

Just a clarification, the parking pass is good for both the swearing in and the ball.

Thank you,

Kassidy

On Wed, Jan 16, 2019 at 8:06 AM Krause, Cassidy <[kassidy.krause@iowa.gov](mailto:kassidy.krause@iowa.gov)> wrote:  
Good morning,

There are three items attached to this email. One is the Inaugural Logistics letter. It will look similar to one you have seen before, but please read through it carefully because there are some updates. The other two items are your parking pass and a map to assist you with finding your spots. If you have any questions, please let me know and I will do my best to find an answer for you.

Thank you so much,

Kassidy Krause

--

**Kassidy Krause** | Intern Director

Assistant to Chief of Staff and Chief Operating Officer

Office of the Governor, State of Iowa

Gov. Kim Reynolds & Lt. Gov. Adam Gregg

515.725.3514 | [kassidy.krause@iowa.gov](mailto:kassidy.krause@iowa.gov)

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**Kassidy Krause** | Intern Director

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---

**From:** Lyon, Kayla <kayla.lyon@iowa.gov>  
**Sent:** Monday, January 14, 2019 2:45 PM  
**To:** Donna Mueller; Jerry R Foxhoven; Steve Larson; Judy Bradshaw; Ron Hansen; Larry Johnson; Lowe, Mark; Dale Woolery; Joyce Flinn; Rod Roberts; Katie Averill; Timothy Orr; Craig, Daniel; Karen Misjak; Chris Kramer; Beth Townsend; Janet Phipps; Ryan Wise; San Wong; Debi.Durham@iowaeda.com; Adam Humes; Franklin, Jeff; Doug Ommen; Gerd Clabaugh; Steven Lukan; Geri Huser; Stephan Bayens; Matt Strawn; Jeff Wright; Linda Grathwohl; weld@iowastem.gov; Joseph Cortese; Michael Mauro; margaret.johnson@iowa.gov  
**Subject:** Condition of the State Instructions

Department Heads -

Thank you for accepting the invitation for Governor's Condition of the State address. As a reminder, please meet at the **Governor's formal office at 9:00 a.m.** At 9:30, an assigned individual from the House will escort you to your seats on the House floor.

You are also welcome to attend a light reception following the address in the Ray Conference Room.

See you tomorrow!

Kayla

--

**Kayla Lyon** | Legislative Liaison

Office of the Governor, State of Iowa

Gov. Kim Reynolds & Lt. Gov. Adam Gregg

515.725.3520 | [kayla.lyon@iowa.gov](mailto:kayla.lyon@iowa.gov)

[www.governor.iowa.gov](http://www.governor.iowa.gov)

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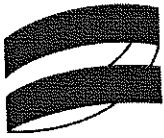


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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Monday, January 14, 2019 8:44 AM  
**To:** kassidy.krause@iowa.gov  
**Subject:** Cell phone

Hi Cassidy:

In response to your request, my cell phone number is [REDACTED] Let me know if you need any other information. Thanks.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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---

**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Friday, January 11, 2019 12:46 PM  
**To:** Lyon, Kayla  
**Subject:** Re: Condition of State

Thank you so much for your help!



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
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On Fri, Jan 11, 2019 at 10:18 AM Lyon, Kayla <[kayla.lyon@iowa.gov](mailto:kayla.lyon@iowa.gov)> wrote:  
Linda and SueAnn,

Happy to add you to the Condition of the State guest list! The address is scheduled for **Tuesday, January 15th at 10:00 a.m.** in the House chamber.

Linda, please plan to meet at the **Lt. Governor's formal office at 9:00 a.m.** At 9:30, an assigned individual from the House will escort you to your seats on the House floor.

Sue Ann, staff seating will be in the **north House gallery**. Please and check in with IGov staff **between 9:15 and 9:30** to be seated. Gallery guest must be seated by 9:30.

Let me know if you have any questions,

Kayla

On Thu, Jan 10, 2019 at 5:29 PM Boal, Michael <[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)> wrote:

Kayla,

I talked with Linda Grathwohl, interim director of Civil Rights, and she plans on attending the Condition of State. I told her you would coordinate her attendance. Also, I asked if Civil Rights had anyone else planning on attending, and she indicated SueAnn Johnson, Civil Rights' legislative liaison, would like to attend. I told her space may be limited in the balcony but that I would check and pass that information along, as well. I can reach out to Linda again if need be.

Thanks!  
Michael

--

**Michael Boal** | Deputy Legal Counsel  
Office of the Governor, State of Iowa  
Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3516 | [michael.boal@iowa.gov](mailto:michael.boal@iowa.gov)  
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--

**Kayla Lyon** | Legislative Liaison  
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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Trombino, Paul <paul.trombino@iowa.gov>  
**Sent:** Thursday, January 10, 2019 3:02 PM  
**To:** Grathwohl, Linda  
**Subject:** Re: Follow up item

Thank you.

On Thu, Jan 10, 2019 at 3:01 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
That's no problem. 9 am works on January 24. See you then.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
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**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** linda.grathwohl@iowa.gov | <https://icrc.iowa.gov/>

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On Thu, Jan 10, 2019 at 2:50 PM Trombino, Paul <paul.trombino@iowa.gov> wrote:  
Linda,

I apologize but I just scheduled a 1:30 and 3pm meeting with IWD and DHS. Does anytime between 9-12pm work for you on January 24th or I am completely open on the 25th. Thank you.

On Thu, Jan 10, 2019 at 2:47 PM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
January 24 at 1:30 pm works for me. I look forward to seeing you then. Thank you.



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On Thu, Jan 10, 2019 at 2:16 PM Trombino, Paul <[paul.trombino@iowa.gov](mailto:paul.trombino@iowa.gov)> wrote:

Linda,

Yes, I plan to visit the ICRC and both the 24/25th work for me. Please select a day and time which works best for you. Look forward to visiting the ICRC. Thank you.

Thanks,  
Paul

On Thu, Jan 10, 2019 at 2:09 PM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Paul,

Thank you for your e-mail. I appreciate the updates. I will work on the briefing document that is requested. Randy Lagerblade and I were already scheduled to meet tomorrow to review ICRC finances, so we will work on the information needed.

I look forward to the opportunity to meet with you. I am available on January 24 or 25, if those dates are convenient. Otherwise, I am also available during the week of January 28. Please let me know what works best for you. I will plan to come to your office, unless you want the opportunity to visit us at ICRC.

Thanks again.  
Linda



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On Thu, Jan 10, 2019 at 1:40 PM Trombino, Paul <[paul.trombino@iowa.gov](mailto:paul.trombino@iowa.gov)> wrote:

Linda,

First, I want to sincerely apologize for messing up invitations to the agency directors meeting we held on Tuesday. I am attaching the agenda we went through and listing of Governor's Office Policy assignments. In addition, below is a follow up email from the agency director meeting I sent.

In speaking with Michael this afternoon, he indicated that he will be visiting with you soon. I would also like the opportunity to come and meet with you to discuss issues and opportunities. So, please let me know a convenient time for you to meet either on January 24/25 or sometime the week of January 28th. We very much look forward to working with you. Again, my sincere apology for not getting you an invitation to the meeting. Thank you.

Thanks,  
Paul

----- Forwarded message -----

From: **Trombino, Paul** <paul.trombino@iowa.gov>

Date: Tue, Jan 8, 2019 at 3:57 PM

Subject: Follow up item

To: <mark.braun@iowaregents.edu>, <DALE.WOOLERY@iowa.gov>, <Larson@iowaabd.com>, <ann.lebo@iowa.gov>, <jeff.wright@iowa.gov>, <karen.misjak@iowa.gov>, <phil.groner@iowa.gov>, <Janet.Phipps@iowa.gov>, <ron.hansen@idob.state.ia.us>, <daniel.craig@iowa.gov>, <chris.kramer@iowa.gov>, <Debi.Durham@iowaeda.com>, <ryan.wise@iowa.gov>, <san.wong@iowa.gov>, <jfoxhov@dhs.state.ia.us>, <rod.roberts@dia.iowa.gov>, <david.roederer@iowa.gov>, <bruce.trautman@dnr.iowa.gov>, <gerd.clabaugh@idph.iowa.gov>, <skbayens@msn.com>, <adam.humes2@iowa.gov>, <emily.wharton@blind.state.ia.us>, <steven.lukan@iowa.gov>, <linda.miller@iowa.gov>, <katie.averill@iowa.gov>, <megan.tooker@iowa.gov>, <debi.durham@iowaeda.com>, <joyce.flinn@iowa.gov>, <doug.ommen@iid.iowa.gov>, <judy.bradshaw@iowa.gov>, <timothy.orr@iowa.gov>, <donna.mueller@ipers.org>, <margaret.johnson@iowa.gov>, <brian.ohorilko@iowa.gov>, <ljohnson@spd.state.ia.us>, <geri.huser@iub.iowa.gov>, <timon.oujiri@ivh.state.ia.us>, <beth.townsend@iwd.iowa.gov>, Franklin, Jeff <jeff.franklin@iowa.gov>, <jamie.vanfossen@iowa.gov>, <mark.lowe@iowadot.us>

Cc: Sara Craig <sara.craig@iowa.gov>

Good Afternoon,

Thank you for attending the Governor's All Agency Director meeting this morning. We appreciate your participation and you being a part of the team. As I mentioned, I am looking for your input in regards to how agencies meet (frequency, groupings, key items, etc.). So, please feel free to send me your thoughts.

Also, below is a link to a YouTube video which lays out the concept of a Level-10 Meeting, appropriately titled " Effective Meetings: Level 10 Meeting for Entrepreneurial Leadership Teams".

[https://www.youtube.com/watch?reload=9&v=HmV6\\_fH5NkU](https://www.youtube.com/watch?reload=9&v=HmV6_fH5NkU)

We will cover the element of Quarterly Rocks at a later date. This meeting structure provides an excellent format to develop a good rhythm to share information, collaborate, and deliver results as One Team. I look forward to working with all of you.

Please contact me if you have any questions or concerns. Thank you.

Sincerely,

**Paul Trombino III | COO**  
Office of the Governor, State of Iowa  
515-725-3508 | mobile 515-802-0233  
[Paul.Trombino@iowa.gov](mailto:Paul.Trombino@iowa.gov)  
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---

**From:** Trombino, Paul <paul.trombino@iowa.gov>  
**Sent:** Thursday, January 10, 2019 1:40 PM  
**To:** Linda Grathwohl  
**Cc:** Michael Boal  
**Subject:** Fwd: Follow up item

Linda,

First, I want to sincerely apologize for messing up invitations to the agency directors meeting we held on Tuesday. I am attaching the agenda we went through and listing of Governor's Office Policy assignments. In addition, below is a follow up email from the agency director meeting I sent.

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Thanks,  
Paul

----- Forwarded message -----

**From:** **Trombino, Paul** <paul.trombino@iowa.gov>

**Date:** Tue, Jan 8, 2019 at 3:57 PM

**Subject:** Follow up item

**To:** <mark.braun@iowaregents.edu>, <DALE.WOOLERY@iowa.gov>, <Larson@iowaabd.com>, <ann.lebo@iowa.gov>, <jeff.wright@iowa.gov>, <karen.misjak@iowa.gov>, <phil.groner@iowa.gov>, <Janet.Phipps@iowa.gov>, <ron.hansen@idob.state.ia.us>, <daniel.craig@iowa.gov>, <chris.kramer@iowa.gov>, <Debi.Durham@iowaeda.com>, <ryan.wise@iowa.gov>, <san.wong@iowa.gov>, <jfoxhov@dhs.state.ia.us>, <rod.roberts@dia.iowa.gov>, <david.roederer@iowa.gov>, <bruce.trautman@dnr.iowa.gov>, <gerd.clabaugh@idph.iowa.gov>, <skbayens@msn.com>, <adam.humes2@iowa.gov>, <emily.wharton@blind.state.ia.us>, <steven.lukan@iowa.gov>, <linda.miller@iowa.gov>, <katie.averill@iowa.gov>, <megan.tooker@iowa.gov>, <debi.durham@iowaeda.com>, <joyce.flinn@iowa.gov>, <doug.ommen@iid.iowa.gov>, <judy.bradshaw@iowa.gov>, <timothy.orr@iowa.gov>, <donna.mueller@ipers.org>, <margaret.johnson@iowa.gov>, <brian.ohorilko@iowa.gov>, <ljohnson@spd.state.ia.us>, <geri.huser@iub.iowa.gov>, <timon.oujiri@ivh.state.ia.us>, <beth.townsend@iwd.iowa.gov>, Franklin, Jeff <jeff.franklin@iowa.gov>, <jamie.vanfossen@iowa.gov>, <mark.lowe@iowadot.us>  
**Cc:** Sara Craig <sara.craig@iowa.gov>

Good Afternoon,

Thank you for attending the Governor's All Agency Director meeting this morning. We appreciate your participation and you being a part of the team. As I mentioned, I am looking for your input in regards to how agencies meet (frequency, groupings, key items, etc.). So, please feel free to send me your thoughts.

Also, below is a link to a YouTube video which lays out the concept of a Level-10 Meeting, appropriately titled " Effective Meetings: Level 10 Meeting for Entrepreneurial Leadership Teams".

[https://www.youtube.com/watch?reload=9&v=HmV6\\_fH5NkU](https://www.youtube.com/watch?reload=9&v=HmV6_fH5NkU)

We will cover the element of Quarterly Rocks at a later date. This meeting structure provides an excellent format to develop a good rhythm to share information, collaborate, and deliver results as One Team. I look forward to working with all of you.

Please contact me if you have any questions or concerns. Thank you.

Sincerely,

**Paul Trombino III** | COO

Office of the Governor, State of Iowa

515-725-3508 | mobile 515-802-0233

[Paul.Trombino@iowa.gov](mailto:Paul.Trombino@iowa.gov)

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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

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**Paul Trombino III** | COO

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## Governor Reynolds Policy Team Assignments

### **Sara Craig Gongol, Chief of Staff**

[Sara.Craig@iowa.gov](mailto:Sara.Craig@iowa.gov) 515-725-3501

- Department of Management
- Department of Administrative Services

### **Sam Langholz, Special Advisor & Senior Legal Counsel**

[sam.langholz@iowa.gov](mailto:sam.langholz@iowa.gov) 515-725-3503

- Judicial Branch
- Attorney General
- Secretary of State
- Ethics and Campaign Disclosure
- State Auditor

### **Catherine Huggins, Chief Advisor**

[Catherine.Huggins@iowa.gov](mailto:Catherine.Huggins@iowa.gov) 515-725-3502

- Department of Human Rights

### **Kayla Lyon, Legislative Liaison and Policy Advisor**

[Kayla.Lyon@iowa.gov](mailto:Kayla.Lyon@iowa.gov) 515-725-3520

- Agriculture and Land Stewardship

### **Michael Boal, Legal Counsel**

[michael.boal@iowa.gov](mailto:michael.boal@iowa.gov) 515-725-3516

- Public Employment Relations Board
- Public Information Board
- State Public Defender
- Civil Rights Commission
- Parole Board

### **Nick Boeyink, Boards & Commissions Director**

[nick.boeyink@iowa.gov](mailto:nick.boeyink@iowa.gov) 515-725-3509

- Boards & Commissions

### **Taylor Collins, Policy Advisor & Assistant to the LG**

[taylor.collins@iowa.gov](mailto:taylor.collins@iowa.gov) 515-725-3533

- Iowa Public Employee Retirement System
- Division of Banking
- Division of Credit Unions

### **Meaghan O'Brien, Policy Advisor & Researcher**

[meaghan.obrien@iowa.gov](mailto:meaghan.obrien@iowa.gov) 515-725-3535

- Department of Cultural Affairs
- Department of Aging
- Department of Human Rights

### **Paul Trombino, Chief Operating Officer**

[Paul.Trombino@iowa.gov](mailto:Paul.Trombino@iowa.gov) 515-725-3508

- Office of the Chief Information Officer
- Iowa Communication Network

### **Linda Fandel, Policy Advisor**

[Linda.Fandel@iowa.gov](mailto:Linda.Fandel@iowa.gov) 515-725-3522

- Department of Education
- Department of Education Examiners
- College Student Aid Commission
- Schools for the Blind/Deaf
- Board of Regents/Community Colleges
- (Early Childhood Iowa - DOM)

### **Paige Thorson, Deputy Chief of Staff**

[Paige.Thorson@iowa.gov](mailto:Paige.Thorson@iowa.gov) 515-725-3505

- Department of Human Services
- Department of Public Health
- Local Government
- Insurance Division

### **Nate Ristow, Policy Advisor**

[nate.ristow@iowa.gov](mailto:nate.ristow@iowa.gov) 515-725-3539

- Department of Corrections
- Department of Public Safety
- Department of Veteran Affairs
- Governor's Office of Drug Control Policy
- Homeland Security and Emergency Management
- Law Enforcement Academy
- National Guard/Public Defense
- Iowa Veterans Home
- Department of Natural Resources
- Department of Inspections and Appeals
- Alcoholic Beverages Division

### **Logan Shine, Policy Advisor**

[logan.shine@iowa.gov](mailto:logan.shine@iowa.gov) 515-725-3506

- Department of Revenue
- Economic Development Authority
- Iowa Finance Authority
- Department of Transportation
- Iowa Workforce Development
- Utilities Board
- Iowa Racing and Gaming
- Lottery

# All Agency Director Meeting – January 8, 2018

10:30am - Governor Ray Conference Room

**Purpose:** OneTeam – Clarity in our focus, communication and teamwork.

## **Agenda:**

- **Introduction – Governor Reynolds**
  - *One Team* Approach
  
- **Objectives**
  - Collaborative Resources (**Sara**)
    - Introductions of Agency staff
    - Introductions of Governor's Office Staff
  
  - Clarity in our focus, communication, and teamwork (**Sara**)
    - Coordinated policy process – Twice Weekly meetings with all agency policy personnel.
    - Proactive communication – Weekly meetings with all agency communication lead personnel.
    - Unified legal process - Coordination with IGOV legal team on rule making and legal issues
  
  - COS and COO (**Sara and Paul**)
    - Partnership focused on driving success for the Governor
    - Creating a good rhythm of overall organization for the Governor
    - Questions about our roles?
  
  - Agency Alignment and One Team (**Paul**)
    - Level-10 meetings
      - Consistency, on-time
      - Input on groupings and focus
    - Clarity in our purpose and your Agency's role
    - Expectation – Agile world-class services
    - Agency Briefing Document
      - Prepare with a mindset "What would I want to know day one?"
      - Due COB Friday, January 18, 2019
      - Maximum 20 pages (10 sheets of paper 2-sided)
      - Submit via email
  
- **Close-out (Sara)**
  - Communication is key, call if you have any questions
  - Questions about any of our topics today?
  - Summary of any follow-up items

## **Agency Briefing Documents Outline:**

### Table of Contents:

1. Executive Operating Budget Overview
2. Current Full-Time-Equivalents (FTEs)
  - a. In actual people
  - b. In total positions
3. Contract Employees (if any)
  - a. Current amount of contract employees
  - b. Typical annual amount of contract employees
  - c. Typical annual amount of Interns
4. Organization Chart
  - a. Please identify down to level of key leadership people/positions
  - b. Please identify any key leadership positions you have vacant
5. Outline of Substantive Contractual Obligations
  - a. Identify if they have regular cycle
  - b. Any risks and issues

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, January 10, 2019 11:53 AM  
**To:** Michael Boal  
**Subject:** A few questions

Good morning Michael!

I have a few questions for you regarding my role as Interim Executive Director of the ICRC.

I learned that there was an All-Agency Director Meeting last week on January 8. I was not invited to that meeting. Who do I contact to make sure I do not miss any other meetings? I understand there is some type of report that is due on January 18.

Also, I know the Condition of the State address is scheduled for next week. Again, I have not received any communication about that event. Last year I attended, along with Executive Director Johnson. Please let me know who is the contact person in case any arrangements have to be made. Otherwise I assume I should be present for that event.

Finally, I forgot to ask Sam a question when I talked to him about accepting this appointment. Is there any change in my salary during the time of my appointment as an Interim Executive Director?

Thanks for your help.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
Office: 515-281-4509 | Fax: 515-242-5840  
E-Mail: [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Wednesday, January 9, 2019 10:34 AM  
**To:** Grathwohl, Linda  
**Subject:** Re: Introductory Meeting - ICRC

Sounds great. See you then

On Wed, Jan 9, 2019 at 10:11 AM Grathwohl, Linda <linda.grathwohl@iowa.gov> wrote:  
January 15 at 2 pm works for us. We'd be happy to host the meeting at our office. We look forward to seeing you then!  
Linda



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
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**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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On Wed, Jan 9, 2019 at 9:30 AM Boal, Michael <michael.boal@iowa.gov> wrote:  
How about Tuesday the 15th at 2pm? I can meet you at your offices if that time works. Looking forward to it,  
Michael

On Tue, Jan 8, 2019 at 2:58 PM Johnson, Sueann <sueann.johnson@iowa.gov> wrote:  
Michael,

It was a pleasure to meet you this afternoon. Linda and I would be interested in scheduling an introductory meeting with you sometime next week. We both have availability on Tuesday and Thursday. If there is a time on either of those dates that works for you, please let us know. We look forward to working with you this session.

*SueAnn*

**SueAnn D. Johnson**  
**Civil Rights Specialist**  
**Iowa Civil Rights Commission**  
Grimes State Office Building  
400 E. 14th St.  
Des Moines, IA 50319  
[sueann.johnson@iowa.gov](mailto:sueann.johnson@iowa.gov)  
(515) 281-4433



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--  
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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)



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**From:** Boal, Michael <michael.boal@iowa.gov>  
**Sent:** Tuesday, January 8, 2019 2:27 PM  
**To:** Grathwohl, Linda  
**Cc:** Langholz, Sam  
**Subject:** Re: Follow-up from ICRC

Thank you, Linda. I just talked with SueAnn and we plan to set up a meeting time with you next week. Looking forward to it!

Michael

On Tue, Jan 8, 2019 at 9:53 AM Grathwohl, Linda <[linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov)> wrote:

Good morning!

I am following up with you after my discussion with Sam last week. I know you are busy preparing for the legislative session, so I will keep this short.

First, I have asked one of our staff, SueAnn Johnson, to help me as legislative liaison for the ICRC.

Secondly, the ICRC Commission meets on Friday, January 18, 2019. Everything has been prepared and posted on our website for the meeting, so that is ready to go. I have been in touch with the Commissioners.

Let me know if you have any questions or concerns. Thank you for your assistance.



**IOWA CIVIL RIGHTS  
COMMISSION**

**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
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--  
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[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

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**From:** Grathwohl, Linda <linda.grathwohl@iowa.gov>  
**Sent:** Thursday, January 3, 2019 9:26 AM  
**To:** Langholz, Sam  
**Subject:** Re: Interim Appointment

Sam,  
Thank you so much for taking the time to talk to me yesterday. I am grateful for this opportunity to work on behalf of the Iowa Civil Rights Commission. I am sure I will be reaching out to you with questions. Please feel free to contact me with any concerns.



**Linda Grathwohl** | Interim Executive Director  
**Iowa Civil Rights Commission**  
400 E. 14th St. | Grimes State Office Building |  
Des Moines, IA 50319  
**Office:** 515-281-4509 | **Fax:** 515-242-5840  
**E-Mail:** [linda.grathwohl@iowa.gov](mailto:linda.grathwohl@iowa.gov) | <https://icrc.iowa.gov/>

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On Wed, Jan 2, 2019 at 9:43 PM Langholz, Sam <[sam.langholz@iowa.gov](mailto:sam.langholz@iowa.gov)> wrote:  
Linda,

It was good to visit with you this afternoon. I'm attaching a copy of the letter from the Governor confirming your appointment as Interim Executive Director of the Iowa Civil Rights Commission.

As we discussed, do not hesitate to reach out if we can be of any assistance.

**Sam Langholz** | Senior Legal Counsel and Special Advisor  
Office of the Governor, State of Iowa Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3503 (d) | 515-537-5280 (c) | [sam.langholz@iowa.gov](mailto:sam.langholz@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

---

**From:** Langholz, Sam <sam.langholz@iowa.gov>  
**Sent:** Wednesday, January 2, 2019 8:18 AM  
**To:** Linda Grathwohl  
**Subject:** Call

Linda,

Could you give me a call at (515) 537-5280 when you get this. Thanks!

**Sam Langholz** | Senior Legal Counsel and Special Advisor  
Office of the Governor, State of Iowa Gov. Kim Reynolds & Lt. Governor Adam Gregg  
515-725-3503 (d) | 515-537-5280 (c) | [sam.langholz@iowa.gov](mailto:sam.langholz@iowa.gov)  
[www.governor.iowa.gov](http://www.governor.iowa.gov)  
[www.ltgovernor.iowa.gov](http://www.ltgovernor.iowa.gov)

Linda Grathwohl



May 7, 2019

Governor Kim Reynolds  
Office of the Governor  
State Capitol  
1007 East Grand Ave.  
Des Moines, Iowa 50319

Dear Governor Reynolds:

I am writing to withdraw my December 22, 2018, application for appointment as the next Executive Director of the Iowa Civil Rights Commission.

Thank you for your consideration of my application.

Sincerely,

Linda Grathwohl



KIM REYNOLDS  
GOVERNOR

**OFFICE OF THE GOVERNOR**

ADAM GREGG  
LT GOVERNOR

January 2, 2019

Linda Grathwohl  
Grimes State Office Building  
400 E. 14th Street  
Des Moines, Iowa 50319

**RE: Appointment as Interim Executive Director of the Iowa Civil Rights Commission**

Dear Linda,

This letter confirms your appointment as Interim Executive Director of the Iowa Civil Rights Commission. This appointment is effective January 3, 2019.

I appreciate you accepting the responsibility to serve in this capacity during this time of transition.

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Reynolds".

Kim Reynolds  
Governor of Iowa