

# IOWA CIVIL RIGHTS COMMISSION COMPLAINT FORM

Complaint of Discrimination under Iowa Code Chapter 216, "Iowa Civil Rights Act of 1965"

*NOTE: A copy of this complaint will be sent to the Organization or person you are filing against.*

(AGENCY USE ONLY)	
ICRC CP# _____	<b>Iowa Civil Rights Commission</b>
Local Commission# _____	<b>400 East 14<sup>th</sup> Street</b>
EEOC# _____	<b>Des Moines, IA 50319-0201</b>
<b>515-281-4121 / 800-457-4416 / Fax: 515-242-5840 / <a href="http://www.state.ia.us/government/crc">http://www.state.ia.us/government/crc</a></b>	

(TYPE OR PRINT)

1. What is your legal name? **Meagan Taylor (preferred) Derez Darryl Flowers (legal name)**

2. What is your mailing address? **29 Farthing Lane**

City: **Belleville** State: **IL** Zip Code: **62223**

3. Telephone #: **(618) 974-4689**

4. Your date of birth? **10/4/92** Your sex/gender? **Sex: Male Sex Assigned At Birth; Gender: Female**

5. Please check the **AREA** in which the discrimination occurred.

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> <b>Employment</b> | <input checked="" type="checkbox"/> <b>XX Public Accommodation</b> | <input type="checkbox"/> <b>Housing</b> |
| <input type="checkbox"/> <b>Education</b>  | <input type="checkbox"/> <b>Credit</b>                             |   |

6. Please check the **ACTION** that the Organization took against you. (Check all that apply)

- |  |  |
|--|--|
| <input type="checkbox"/> Demotion                            | <input type="checkbox"/> Failure to Train                |
| <input type="checkbox"/> Denied Accommodation/Modification   | <input type="checkbox"/> Forced to Quit/Retire           |
| <input type="checkbox"/> Denied Benefits                     | <input checked="" type="checkbox"/> <b>XX Harassment</b> |
| <input type="checkbox"/> Denied Financial Services/Credit    | <input type="checkbox"/> Laid-Off/ Failure to Recall     |
| <input checked="" type="checkbox"/> <b>XX Denied Service</b> | <input type="checkbox"/> Reduced Hours                   |
| <input type="checkbox"/> Disciplined/Suspended               | <input type="checkbox"/> Reduced Pay                     |
| <input type="checkbox"/> Eviction                            | <input type="checkbox"/> Sexual Harassment               |
| <input type="checkbox"/> Failure to Hire                     | <input type="checkbox"/> Terminated                      |
| <input type="checkbox"/> Failure to Promote                  | <input type="checkbox"/> Undesirable Assignment/Transfer |
| <input type="checkbox"/> Failure to Rent                     | <input type="checkbox"/> Unequal Pay                     |

Other: **Gender Identity Harassment**

7. Do you believe you were discriminated against because of your Race/Color? **Yes**

If yes, what is your Race/Color? **African American/Black**

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8. Do you believe you were discriminated against because of your National Origin? **No**

If yes, what is your National Origin? **N/A**

9. Do you believe you were discriminated against because of your sex? **Yes**

10. Do you believe you were discriminated against because of your sexual orientation? **No** If yes, what is your sexual orientation? **N/A**

11. Do you believe you were discriminated against because of your gender identity? **Yes**

12. Do you believe you were discriminated against because of a disability, real or perceived?

**No** If yes, what is your disability? **N/A**

13. Do you believe you were discriminated against because of your religion or creed? **No**

What is your religion or creed? **N/A**

14. Do you believe you were discriminated against because of your pregnancy or pregnancy related issues? **No**

15. If your complaint involves employment or credit, do you believe you were discriminated against because of your age? **N/A**

16. If your complaint involves housing or credit, do you believe you were discriminated against based on your familial status? **N/A** If yes, how many children live with you? **N/A**

17. If your complaint involves credit, do you believe you were discriminated against based on your marital status? **N/A** If yes, what is your status? **N/A**

18. If you have previously complained to anyone within the organization or the ICRC or reported discrimination or participated as a witness, do you believe you have suffered an adverse action or been treated differently since you complained about discrimination? **N/A**

If yes, how were you retaliated against and by whom? **N/A**

19. What is the Full Legal Name of the Organization that discriminated against you?  
[This Organization will be charged with discrimination and given a copy of your complaint.]

**Drury Inn & Suites**

Address: **5505 Mills Civic Parkway** City: **West Des Moines** County: **Polk** State: **Iowa**

Zip Code: **50266** Telephone #: **(515) 457-9500**

20. If the organization listed in #19 has a Parent Organization or Corporate Office list it here.  
[This Organization will also be charged with discrimination and given a copy of your complaint.]

**Drury Hotels Company, LLC.**

Address: **721 Emerson Road, Suite 400** City: **Saint Louis** State: **Missouri**

Zip Code: **63141** Telephone #: **(314) 429-255**

**21.** Provide the address of the location where the discrimination occurred.

Address: **5505 Mills Civic Parkway, West Des Moines, Iowa 50266**

**22.** If Employment is the Area, give approximate number of ALL employees (full-time & part-time) at ALL employer locations nationwide (**REQUIRED**):

4-14       15-19       20-100       101-200       201-500       500+

**23.** Have you filed this complaint with any other Federal, State, or Local anti-discrimination agency?       Yes       **XX** No

If yes, what agency? **N/A** When? **N/A**

**24.** If you are claiming an individual discriminated against or harassed you, identify the individual(s). [**The individual[s] will be charged with discrimination and will be given a copy of your complaint.**]

Name: **Unknown** Title: **The white female manager who subjected me to a more rigorous check-in process, treated me poorly and in a harassing manner and made the decision to and/or called the police on the basis that my friend and I were Black and were “men dressed in women’s clothing.”**

Work or Home Address: **5505 Mills Civic Parkway, West Des Moines, Iowa 50266**

Name: **Unknown** Title: **The white female clerk who subjected me to a more rigorous check-in process and treated me poorly. Her name badge indicated that she had worked there for several years.**

Work or Home Address: **5505 Mills Civic Parkway, West Des Moines, Iowa 50266**

**If more than two, list those individuals on a separate document and provide.**

**25.** What was the **date** of the **MOST RECENT** discriminatory incident? (Month Day, Year)  
**On or about July 12, 2015.**

**26.** If Employment is the Area, what is your hire date or application date? **N/A**

Are you still employed by the **Organization** listed in #19?     Yes       No

If no, **when** did your employment **end**? N/A (Month Day, Year)

If no, **how** did your employment end?  Terminated  Forced to Quit  Quit

**BRIEF SUMMARY OF ALLEGATIONS.** Please describe what happened to you. How were you discriminated/harassed/retaliated against. Please be sure to address each action you identified. Insure that your summary reflects the basis you previously identified. *Please read the instruction before writing your brief summary if you have questions.*

**My name is Meagan Taylor, and I am a black transgender woman living in Illinois. I was assigned the male sex at birth and given the name Derez Darryl Flowers. However, I am a woman. I have been diagnosed with gender dysphoria.**

**On July 12, 2015, I was accompanying my friend Shyann, who is also a black transgender woman, to her brother's funeral. We were stopping in Iowa to join another friend to travel to the funeral with us.**

**We had reservations at the Drury Inn and Suites in West Des Moines. I was a loyal customer and a Drury Gold Key Member, which allowed me to earn points for each stay. Once I have accumulated a certain amount of points, I earn a free stay. Prior to July 12, 2015, I had stayed different Drury Inn hotels approximately fifteen times and always felt welcome. This was my first time at the Drury Inn and Suites in West Des Moines.**

**We arrived at the Drury Inn at approximately 11:00 A.M. The check-in process was different than normal. Check-in typically takes less than ten minutes. This time it took nearly an hour.**

**First, I spoke with a clerk for fifteen to twenty minutes. She left in the middle of checking us in to go talk to a manager. They talked for several minutes outside of our presence. The manager came out and asked me if there was anything wrong. She did not indicate why she asked that question. She said my pre-paid card would not work. But they did not actually try it. I was confident it would work because I had used it at other Drury Inns.**

**I had to go to a nearby pharmacy to load additional money on another card. I returned and it took another twenty to thirty minutes to check-in. During this process, both the clerk and the manager gave us looks of disgust when they were not avoiding eye contact and talking as though we weren't there. After the clerk handed us our room keys, she asked to make a photocopy of my state identification card even though she had already seen it. My ID card lists my legal, birth name and my assigned birth sex of male.**

**I observed the clerk check-in other guests whom I perceived to be white and not transgender, and their check-ins only took about five minutes. The treatment and the check-in process made us feel unwelcome. Shyann suggested we should leave. But, we were already there. We tried to put the looks of disgust and poor treatment out of our mind.**

**Unbeknownst to Shyann and me at the time, a Drury employee (I think it was the manager) called the police upon our arrival, or soon thereafter, and reported that he or she suspected Shyann and me of engaging in prostitution on the basis that we were men dressed in women's clothing. The police arrived at our hotel room the following day. They found my hormones, which are a part of my medical treatment for gender dysphoria. I did not have a prescription with me. I was arrested for not having a prescription with me. I sat in solitary confinement at the local jail for several days before being released. I was never charged with prostitution. I was charged with possessing prescription medication without a prescription. However, all charges have been dismissed.**

**This ordeal was humiliating, scary and traumatizing. I felt powerless and degraded. I realized I was not welcome in a public place simply because of who I am. Through no fault of my own, I was targeted, harassed, arrested, and forced to miss a funeral simply because I chose to stay at a hotel where I was unwelcome and where my accommodation for which I had already paid was interfered with by Drury Inn and Suites and one or more of its employees.**

**Although the Drury Inn allowed me to check into their hotel, it and its employees intentionally interfered with my use of their accommodations and acted to deny me service. Stereotypes and/or animus about African Americans, Black people, transgender women, and men motivated Drury to report my presence to the police with the purpose and intent to have me removed from the facility. Drury's actions served to harass, harm, and humiliate me based on my race, and/or sex and/or gender identity, i.e. for being me; it was an effective deterrent to cause me to never return to a Drury Hotel even though I had been a loyal customer.**

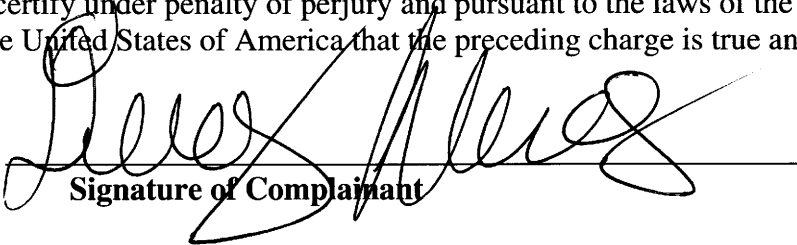
Please direct communications from the Commission regarding this matter to my attorneys, David H. Goldman, Amber Shanahan-Fricke, Chase Strangio, and Rita Bettis whose addresses and telephone numbers are as follows:

David H. Goldman  
Amber Shanahan-Fricke  
BABICH GOLDMAN, P.C.  
501 SW 7<sup>th</sup> Street, Suite J  
Des Moines, Iowa 50309-4537  
Telephone: (515) 244-4300  
Facsimile: (515) 244-2650  
E-mail: dgoldman@babichgoldman.com  
E-mail: ashanahan-fricke@babichgoldman.com

Chase Strangio  
AMERICAN CIVIL LIBERTIES UNION  
125 Broad Street  
New York, New York 10004  
Telephone: (212) 284-7320  
E-mail: cstrangio@aclu.org

Rita Bettis  
ACLU OF IOWA FOUNDATION, INC.  
505 Fifth Avenue, Suite 901  
Des Moines, Iowa 50309  
Telephone: (515) 243-3988; Extension: 115  
E-mail: rita.bettis@aclu-ia.org

I certify under penalty of perjury and pursuant to the laws of the State of Iowa and the laws of the United States of America that the preceding charge is true and correct.

X  11-3-2015  
Signature of Complainant Date

Megan Taylor