

2009 Handbook of Employment Regulations Affecting Florida Farm Employers and Workers: Human Rights Act of 1977 [State]¹

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Purpose

To protect employees from workplace discrimination. Federal standards on civil rights and antidiscrimination are outlined in FE393.

Who Must Comply

All employers of fifteen or more workers for at least twenty weeks in the current or preceding year.

Employers Must

Refrain from any discriminatory practices based on race, color, religion, sex, national origin, age, handicap, or marital status, such as:

- Discharge or failure or refusal to hire.
- Discrimination on compensation, terms, conditions, or privileges of employment.
- Limiting, segregating, or classifying employees or applicants for employment.
- Discrimination in apprenticeship or training programs.
- Printing or causing to be printed or published any notice of employment which specifies a discriminatory preference or limitation.
- Discrimination against anyone who opposes discriminatory practices or assists, testifies, or participates in any discrimination investigation.

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- Discrimination in the sale, rental, or financing of housing.

Post a notice, in a conspicuous place, setting forth the basic provisions of the Human Rights Act of 1977 and indicating how and where to file complaints.

Preserve all employment records once a complaint has been filed against the employer.

Employees have 180 days from the date of a perceived discriminatory act to file a complaint with the Florida Commission on Human Relations at its offices in Tallahassee.

Other Information

- Chapter 760, Florida Statutes
- Section 22-T, Florida Administrative Code

Responsible Agency

Florida Commission on Human Relations

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