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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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(850) 488-7082 or 1(800) 342-8170

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