

## WHAT ACTS ARE PROHIBITED?

*It is unlawful for employers, public or private, to hire or fire an employee because of the employee's:*

**RACE**

**COLOR**

**NATIONAL ORIGIN**

**RELIGION**

**DISABILITY**

**SEX**

**MARITAL STATUS**

**AGE**

*This office provides:*

**COUNSELING**

**MEDIATION/CONCILIATION**

**REFERRAL** (State and Federal agencies)

**INVESTIGATION** - internal administrative procedure for Alachua County government; external administrative procedure for employers located within the unincorporated areas of Alachua County.



*Department of Administrative Services*

*Equal Opportunity Division*

*PO Box 1467*

*105 SE 1st Avenue—Suite 1*

*Gainesville, FL 32602*

*(352) 374-5275 (Voice)*

*(352) 374-5284 (TDD)*

*(352) 338-3205 (Fax)*

*[www.alachuacounty.us](http://www.alachuacounty.us)*

DEPARTMENT OF  
ADMINISTRATIVE SERVICES

EQUAL OPPORTUNITY  
DIVISION



**EQUALITY PAYS—  
DISCRIMINATION COSTS**

**ALACHUA COUNTY CODE  
CHAPTER 111  
EQUAL OPPORTUNITY  
CIVIL RIGHT'S ACT OF 1964**

**PROHIBITS :**  
**DIFFERENT, LESS FAVORABLE, OR UNEQUAL  
TREATMENT ON THE BASIS OF RACE, COLOR,  
SEX, RELIGION, AGE, NATIONAL ORIGIN,  
DISABILITY OR MARITAL STATUS.**

## WHO IS COVERED?

## EXAMPLES OF DISCRIMINATION

Any employer, public or private, with



fifteen (15) or more employees. Employment agencies, unions, management training,

committees and employers.

**AGE:** An employer will not consider an applicant because the applicant is forty (40) years old or older.

**COLOR:** An employer treats an individual differently because of skin tone (light v. dark)

**NATIONAL ORIGIN:** An employer decides to hire an applicant based on the applicant's nationality (American, French, Spanish, etc.)

**MARITAL STATUS:** A written or unwritten employer policy or practice that excludes applicants/employees on the basis of marital status (married/single);

**RACE:** A decision to employ an applicant is based on race (Black, White, Hispanic, etc);

**DISABILITY:** A qualified disabled applicant is treated differently from a non-disabled applicant. The employer refuses to provide "reasonable accommodations" when the applicant can perform essential functions of the job in question.



**RELIGION:** An employer refuses or fails to hire, discharges, or otherwise treats an individual differently with respect to compensation or any terms of employment because of the individual's religious affiliation;

**SEX:** An individual is denied employment or is otherwise treated differently because of gender (female or male).

## IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST:

### CONTACT:

#### ALACHUA COUNTY EQUAL OPPORTUNITY DIVISION

105 SE 1st Avenue—Suite 1  
Gainesville, FL 32602

374-5275 (voice) \* 374-5284 (TDD)

\*must file within 180 days of the alleged discriminatory act.

#### FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway  
Suite 200

Tallahassee, FL 32301

(850) 488-7082 (voice)

(800) 955-8771 (TDD)

\*Must file within 365 days of the alleged discriminatory act.

#### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

One Biscayne Tower, Suite 2700

2 South Biscayne Blvd.

Miami, FL 33131

(305) 536-4491

(800) 669-EEOC (voice)

(800) 800-3302 (TDD)

\*Must file within 180 - 300 days of the alleged discriminatory act.