

TIMELINES & PROCESSES

FILING A COMPLAINT

A complaint must be filed with the Alachua County Equal Opportunity Office within 180 days of the date of the alleged discriminatory act.

MEDIATION/CONCILIATION

A voluntary process in which an impartial person helps parties resolve their differences before an investigation takes place or at any stage during an investigation.

INVESTIGATION

If the dispute cannot be resolved through mediation/conciliation, the Alachua County Equal Opportunity Office will conduct an objective and timely Investigation.

DETERMINATION

The Alachua County Equal Opportunity Office will determine whether or not there is adequate evidence of discrimination.

NOTIFICATION

Both parties are notified of the determination and options under the law. This could result in an administrative hearing or civil action in a court of law.

If you feel you have been discriminated against or need more information, please contact:

**Alachua County
Equal Opportunity Office**

**12 SE 1st Street, 1st Floor
Gainesville, FL 32601**

(352) 374-5275 (Voice)

(352) 338-3205 (Fax)

TDD users, call 711 FL Relay

**Visit us on the web at:
www.alachuacounty.us/eo**

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Document available in alternate
format upon request.



The Human Rights Ordinance of Alachua County



**Protects Against
Unlawful
Discrimination**

The Human Rights Ordinance of Alachua County, Chapter 111 of the Alachua County Code, protects individuals from unlawful discrimination on the basis of race, color, national origin, religion, sex, marital status, age, disability, sexual orientation and gender identity or expression in employment, housing and public accommodations, within the geographic boundaries of Alachua County. Additional protections against housing discrimination include familial status, citizenship status, lawful source of income, veteran or service member status, victims of domestic violence, dating violence, or stalking.



DISCRIMINATION

Discrimination is different or less favorable treatment because of an individual's protected status or characteristic. It is against the law to discriminate on the basis of any protected status or characteristic covered under this chapter.

RETALIATION

It is unlawful to retaliate, or take adverse action against an individual, because they opposed a discriminatory practice, filed a complaint, testified or participated in an investigation on any protected status or characteristic under this chapter.

JURISDICTION

- The alleged discriminatory act occurred in the geographic boundaries of Alachua County within the past 180 days.
- A covered employer employs 5 or more employees.
- If any municipality in Alachua County has its own human rights ordinance, such ordinance shall prevail over the Human Rights Ordinance of Alachua County to the extent of any conflict between the two ordinances.

The Alachua County Equal Opportunity Office is responsible for administration and enforcement of the Human Rights Ordinance.

SERVICES PROVIDED

COUNSELING & COMPLAINT PROCESSING

Meet with individuals about matters concerning discrimination; investigate alleged violations of the Human Rights Ordinance; refer non-jurisdictional complaints to the appropriate state or federal agency.

MEDIATION/CONCILIATION

A voluntary process in which an impartial mediator assists the parties in resolving their differences before an investigation takes place, or reaching a settlement agreement at any stage during the investigation.

PUBLIC EDUCATION & OUTREACH

Provide training on equal opportunity laws and participate in outreach activities to inform individuals, employers and businesses of their rights and responsibilities under the law.



Scan the QR code to read the Human Rights Ordinance