

■ **FLORIDA CIVIL RIGHTS ACT OF 1992**

TERMS: Farm operators and other employers who have at least 15 workers on each working day in 20 or more different weeks during the current or previous year are prohibited from firing an employee, or refusing to hire a job applicant, because of the individual's race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status. It is also illegal for such employers to discriminate on any of these same grounds against a worker or job applicant with respect to wages or other conditions of employment, or to limit, segregate or classify employees or job applicants on the same grounds in a way that would tend to deprive them of job opportunities or adversely affect their employment status.

The law further forbids any such employer from publishing or distributing any advertisement or notice relating to employment which indicates a preference or limitation based on race, color, religion, sex, pregnancy, national origin, age, absence of handicap, or marital status.

ENFORCEMENT: *Florida Commission on Human Relations, Tallahassee, Florida 32399 (850-488-7082; toll-free 800-342-8170)*. A worker who has suffered from an unlawful employment practice under the Act may file a complaint with the Commission within 365 days of the alleged violation. If it finds that a violation has occurred, the Commission has authority to provide affirmative relief, including reinstatement, back pay and attorney's fees.

If the Commission confirms a violation, the worker has the option of filing suit against the person responsible directly, using a private attorney or public legal service provider.

SPECIAL NOTE: A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by these provisions.