

If you believe that you have been discriminated against under either Palm Beach County's Equal Employment Opportunity Ordinance, the Florida Civil Rights Act or any of the federal employment discrimination laws, you should call, write, or visit the Office of Equal Opportunity.

Under Palm Beach County's Equal Employment Opportunity Ordinance, complaints must be sworn, in writing, and received by the Office of Equal Opportunity within 180 days of the date of the most recent alleged discrimination. [*Note:* There are longer filing periods for complaints filed with either the U.S. Equal Employment Opportunity Commission (300 Days) or with the Florida Commission on Human Relations (365 Days).]



**Palm Beach County  
Board of County Commissioners**



# Employment Discrimination Laws

*For information, assistance  
or to file a complaint, contact*

**Palm Beach County  
Office of Equal Opportunity**

215 North Olive Avenue  
Suite 130

West Palm Beach, Florida 33401

**Tel: (561) 355-4883**

**Fax: (561) 355-4932**

**[www.pbcgov.com/equalopportunity](http://www.pbcgov.com/equalopportunity)**

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Harry L. Lamb, Jr.  
Director

In Accordance with ADA provisions, this brochure may be requested in an alternate format. Please call (561) 355-4883.

Every person has a right to an equal opportunity in employment.

Employees and applicants for employment are protected against discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex, national origin, age or disability.

Palm Beach County's Equal Employment Ordinance also provides protection based on familial status, marital status, sexual orientation, or gender identity or expression.

These rights are protected by the various civil rights laws that prohibit employment discrimination.

## **TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

Title VII of the Civil Rights Act of 1964 prohibits employers, employment agencies, and labor organizations from discriminating on the basis of race, color, sex, pregnancy, religion, or national origin. It also prohibits retaliation against employees or individuals who file complaints or who assist others in protecting their rights under the law.

### **AGE DISCRIMINATION IN EMPLOYMENT ACT**

The Age Discrimination in Employment Act prohibits employers from discriminating against employees or job applicants who are 40 years of age or older. It also prohibits retaliation against employees who file complaints under this act.

### **AMERICANS WITH DISABILITIES ACT**

The Americans with Disabilities Act prohibits discrimination against individuals with disabilities in employment, public services, public accommodations, and telecommunications. An individual with a disability is defined as someone who: (a) Has a physical or mental impairment that substantially limits one or more major life activities - such as walking, speaking, breathing, learning, performing manual tasks, or working; (b) Has a record of having such an impairment; or (c) Is regarded as having such an impairment. The ADA does not protect current users of illegal drugs and persons with certain defined psychological or behavioral disorders.

## **EQUAL PAY ACT**

The Equal Pay Act forbids employers from paying different wages to men and women who are performing equal work. As a general rule, the work of two employees is considered equal when both jobs require equal skill, effort and responsibility, and are performed under similar working conditions. Employers cannot reduce the wages of an employee in order to comply with the act nor can employers retaliate against an employee for seeking relief under the act. The act also applies to labor unions and they are prohibited from accepting or negotiating pay differentials based on sex.

## **FLORIDA CIVIL RIGHTS ACT OF 1992**

The Florida Civil Rights Act of 1992 prohibits discrimination in all aspects of employment on the basis of race, color, sex, religion, national origin, age, handicap or marital status. This law also prohibits retaliation against employees or individuals who file complaints or assist others in protecting their rights under the act.

## **PALM BEACH COUNTY EQUAL EMPLOYMENT ORDINANCE**

The Palm Beach County Equal Employment Opportunity Ordinance (Ordinance 95-31, as amended) prohibits employers, employment agencies and labor organizations from discriminating on the basis of race, color, sex, pregnancy, religion, national origin, age, disability, familial status, marital status, sexual orientation and gender identity or expression. The ordinance also prohibits retaliation against persons who assert their rights under the law.