

# The Commission on Human Rights

The Commission on Human Rights (CHR) serves as a quasi-judicial advisory board, charged with the enforcement of Miami-Dade County's Human Rights Ordinance.

As part of the Human Rights and Fair Employment Practices Division (HRFEP) of the Human Resources Department, the CHR promotes fairness and equal opportunity in employment, housing, public accommodations, credit and financing practices, family leave and domestic violence leave. Discrimination based on race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, veteran status, source of income, status as victim of domestic violence and/or stalking, gender identity and/or gender expression is prohibited.

## What Does The Commission Do?

The CHR receives, initiates, mediates, investigates, and resolves complaints of discrimination under federal, state and local laws. The services provided by the CHR are available to all Miami-Dade County residents free of charge.



## Human Resources... Matters!

# Where to file a Discrimination Complaint

If you believe you have been discriminated against, you can file a complaint with the following agencies:

### **Miami-Dade Commission on Human Rights, Human Rights & Fair Employment Practices Division, Human Resources Department**

*Employment & Public Accommodations – 180 days to file from the date of incident*

*Fair Housing - 365 days to file from date of incident*

111 NW 1st Street, 21st Floor, Miami, FL 33128

Main: (305) 375-2784 Fax: (305) 375-2114

Website: [www.miamidade.gov/humanrights](http://www.miamidade.gov/humanrights)

E-mail: [OFEP@miamidade.gov](mailto:OFEP@miamidade.gov)

### **Equal Employment Opportunity Commission**

*300 days to file from date of incident*

100 SE 2nd Street, Suite 1500, Miami, FL 33131

Main: (305) 808-1740 Toll-Free: (800) 669-4000

Fax: (305) 808-1855

Website: [www.eeoc.gov](http://www.eeoc.gov)

### **Florida Commission on Human Relations**

*365 days to file from date of incident*

4075 Esplanade Way, Room 110, Tallahassee, FL 32399

Phone: (850) 488-7082 Toll-Free: 1 (800) 342-8170

Fax: (850) 488-5291

Website: [fchr.state.fl.us](http://fchr.state.fl.us)

### **Department of Housing and Urban Development**

*365 days to file from date of incident*

451 Seventh St. SW, Room 5204, Washington, DC 20410-2000

Toll-Free: (800) 666-9777

Website: [portal.hud.gov](http://portal.hud.gov)



Carlos A. Gimenez, Mayor  
**BOARD OF COUNTY COMMISSIONERS**

Esteban L. Bovo, Jr., Chairman; Audrey M. Edmonson, Vice Chairwoman; Barbara J. Jordan, District 1; Jean Monestime, District 2; Audrey M. Edmonson, District 3; Sally A. Heyman, District 4; Bruno A. Barreiro, District 5; Rebeca Sosa, District 6; Xavier L. Suarez, District 7; Daniella Levine Cava, District 8; Dennis C. Moss, District 9; Senator Javier D. Souto, District 10; Joe A. Martinez, District 11; José "Pepe" Diaz, District 12; Esteban L. Bovo, Jr., District 13

Harvey Ruvin, Clerk of Courts; Pedro J. Garcia, Property Appraiser; Abigail Price-Williams, County Attorney

Miami-Dade County provides equal access and equal opportunity in employment and services and does not discriminate on the basis of disability.

It is the policy of Miami-Dade County to comply with all of the requirements of the Americans with Disabilities Act.

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# Miami-Dade Commission on Human Rights



MIAMI-DADE COUNTY

**Diversity Matters**

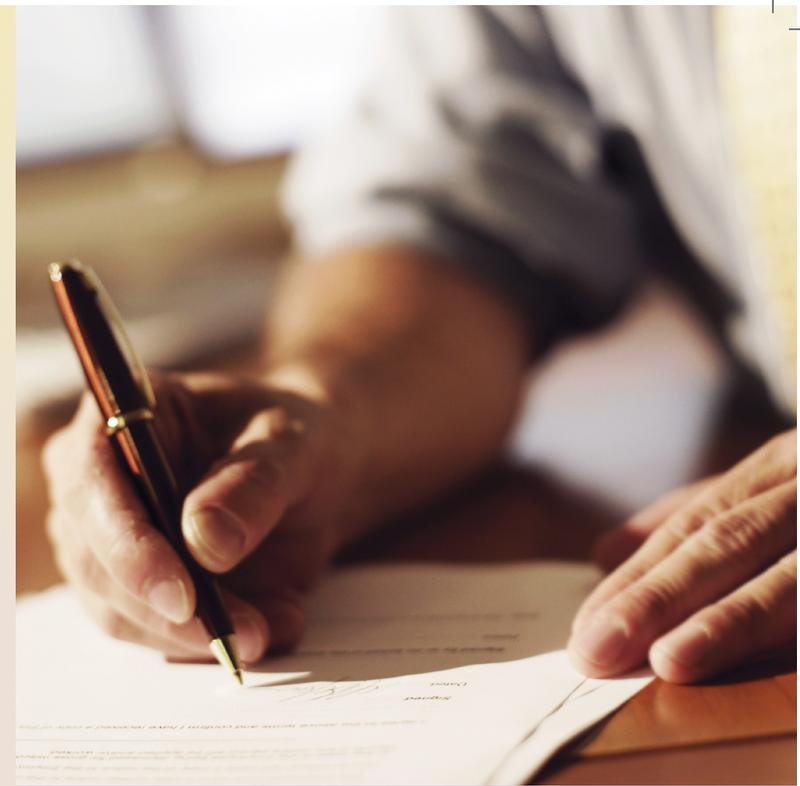


## Public Accommodation Discrimination

Federal, state and local laws prohibit discrimination against certain protected groups in public places, such as hotels, restaurants, movie theaters, stadiums, grocery stores, gas stations, hospitals, libraries, schools and parks. Public places cannot refuse to sell or make available any goods, service, privilege, advantage or access, including the extension of credit, to protected groups when they are available to other patrons.

## Mediation

Mediation is consensual, informal process in which a neutral mediator works with the parties to help them identify issues, consider resolutions, and reach a mutually acceptable solution. Mediation is confidential and voluntary. The parties ultimately decide whether they can solve the issues to their satisfaction.



## Employment Discrimination

Employment discrimination exists when an employer discriminates against an employee or applicant by making employment decisions based on their membership in a protected class. This includes race, gender, age, religion, national origin, physical or mental disability, sexual orientation, and gender identity or expression, pregnancy, marital status, ancestry, victim of domestic violence or stalking and source of income (housing cases only). Discriminatory practices include bias in hiring, promotion, job assignment, termination, compensation, as well as, retaliation and various types of harassment.

## Housing Discrimination

Housing discrimination is prohibited by federal, state and local laws. It is illegal to deny housing to an individual on the basis of that individual's membership in a protected class. It is illegal to refuse to show, rent, lease, sell, or transfer housing to an individual based on a protected class. It is also illegal to advertise discriminatory housing preferences or limitations, such as "female only" or "no children."



## Filing a Discrimination Complaint

- Step 1** Make initial contact with CHR via phone, fax, email, US Mail, or in-person.
- Step 2** Complete the Intake Questionnaire prior to your intake appointment.
- Step 3** "Intake" - You will be required to provide specific information to a CHR representative about your complaint. This appointment is scheduled after our office receives your completed Intake Questionnaire and can take place in person or over the telephone.

After the intake process is complete, a CHR representative will assess the information provided to determine if there is a basis to initiate a formal investigation of your complaint.

Note: At this point in the process, if the CHR determines that we cannot investigate your complaint, you will receive written notice and your case will be closed.

**Take the Pledge** I pledge to respect everyone, no matter what our differences may be.