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A bill to be entitled

2 An act relating to civil rights; amending s. 760.01, F.S.; revising provisions to include sexual orientation and 3 familial status as impermissible grounds for 4 discrimination; conforming terminology; amending s. 5 760.02, F.S.; defining additional terms; amending ss. 6 7 760.05, 760.07, 760.08, and 760.10, F.S.; revising 8 provisions to include sexual orientation and familial status as impermissible grounds for discrimination; 9 conforming terminology; amending s. 509.092, F.S.; 10 revising provisions to include sexual orientation and 11 familial status as impermissible grounds for 12 discrimination in public lodging establishments and public 13 food service establishments; amending s. 760.22, F.S.; 14 defining the term "disability" and deleting the definition 15 16 of the term "handicap"; amending ss. 760.23, 760.24, 760.25, 760.26, and 760.29, F.S.; revising provisions to 17 include sexual orientation, familial status, and marital 18 19 status as impermissible grounds for discrimination; conforming terminology; amending ss. 760.31 and 760.50, 20 F.S.; conforming terminology; amending s. 760.60, F.S.; 21 revising provisions to include sexual orientation and 22 familial status as impermissible grounds for 23 24 discrimination; conforming terminology; amending s. 25 419.001, F.S.; conforming a cross-reference; providing an effective date. 26 27 Be It Enacted by the Legislature of the State of Florida: 28

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29 30 Section 1. Subsection (2) of section 760.01, Florida Statutes, is amended to read: 31 760.01 Purposes; construction; title.--32 The general purposes of the Florida Civil Rights Act 33 (2)of 1992 are to secure for all individuals within the state 34 35 freedom from discrimination because of race, color, religion, sex, national origin, age, disability, sexual orientation, 36 37 familial status handicap, or marital status and thereby to protect their interest in personal dignity, to make available to 38 the state their full productive capacities, to secure the state 39 against domestic strife and unrest, to preserve the public 40 safety, health, and general welfare, and to promote the 41 interests, rights, and privileges of individuals within the 42 43 state. 44 Section 2. Section 760.02, Florida Statutes, is amended to read: 45 760.02 Definitions.--For the purposes of ss. 760.01-760.11 46 47 and 509.092, the term: "Aggrieved person" means any person who files a 48 (1)49 complaint with the Florida Commission on Human Relations "Florida Civil Rights Act of 1992" means ss. 760.01 760.11 and 50 509.092. 51 (2) "Commission" means the Florida Commission on Human 52 53 Relations created by s. 760.03. 54 (3) "Commissioner" or "member" means a member of the commission. 55

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FLORIDA HOUSE OF REPRESENTATIVES	F	L	0	R		D	Α		Н	0	U	S	Е	0	F	F	2	Е	Р	R	Е	S	Е	Ν	Т	Α	Т	Ι	V	Е	S
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56 (4) "Discriminatory practice" means any practice made unlawful by the Florida Civil Rights Act of 1992. 57 "Employer" means any person employing 15 or more 58 (5) employees for each working day in each of 20 or more calendar 59 60 weeks in the current or preceding calendar year, and any agent 61 of such a person. 62 (6) "Employment agency" means any person regularly undertaking, with or without compensation, to procure employees 63 64 for an employer or to procure for employees opportunities to work for an employer, and includes an agent of such a person. 65 66 (7) "Familial status" is established when an individual 67 who has not attained the age of 18 years is domiciled with: (a) A parent or other person having legal custody of such 68 69 individual; or (b) A designee of a parent or other person having legal 70 71 custody, with the written permission of such parent or other 72 person. 73 "Florida Civil Rights Act of 1992" means ss. 760.01-(8) 760.11 and 509.092. 74 75 (9) "Labor organization" means any organization which 76 exists for the purpose, in whole or in part, of collective 77 bargaining or of dealing with employers concerning grievances, 78 terms or conditions of employment, or other mutual aid or 79 protection in connection with employment. (10) (5) "National origin" includes ancestry. 80 (11) (6) "Person" includes an individual, association, 81 corporation, joint apprenticeship committee, joint-stock 82 83 company, labor union, legal representative, mutual company, Page 3 of 19

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partnership, receiver, trust, trustee in bankruptcy, or 84 85 unincorporated organization; any other legal or commercial entity; the state; or any governmental entity or agency. 86 87 (7) "Employer" means any person employing 15 or more 88 employees for each working day in each of 20 or more calendar 89 weeks in the current or preceding calendar year, and any agent 90 of such a person. "Employment agency" means any person regularly 91 (8) 92 undertaking, with or without compensation, to procure employees

93 for an employer or to procure for employees opportunities to
 94 work for an employer, and includes an agent of such a person.

95 (9) "Labor organization" means any organization which 96 exists for the purpose, in whole or in part, of collective 97 bargaining or of dealing with employers concerning grievances, 98 terms or conditions of employment, or other mutual aid or 99 protection in connection with employment.

100 (10) "Aggrieved person" means any person who files a
 101 complaint with the Human Relations Commission.

102 <u>(12)(11)</u> "Public accommodations" means places of public 103 accommodation, lodgings, facilities principally engaged in 104 selling food for consumption on the premises, gasoline stations, 105 places of exhibition or entertainment, and other covered 106 establishments. Each of the following establishments which 107 serves the public is a place of public accommodation within the 108 meaning of this section:

(a) Any inn, hotel, motel, or other establishment which
 provides lodging to transient guests, other than an
 establishment located within a building which contains not more
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112 than four rooms for rent or hire and which is actually occupied 113 by the proprietor of such establishment as his or her residence.

(b) Any restaurant, cafeteria, lunchroom, lunch counter, soda fountain, or other facility principally engaged in selling food for consumption on the premises, including, but not limited to, any such facility located on the premises of any retail establishment, or any gasoline station.

(c) Any motion picture theater, theater, concert hall,
sports arena, stadium, or other place of exhibition or
entertainment.

(d) Any establishment which is physically located within
the premises of any establishment otherwise covered by this
subsection, or within the premises of which is physically
located any such covered establishment, and which holds itself
out as serving patrons of such covered establishment.

127 (13) "Sexual orientation" means the condition of being
 128 heterosexual, homosexual, or bisexual.

129 Section 3. Section 760.05, Florida Statutes, is amended to 130 read:

760.05 Functions of the commission.--The commission shall 131 132 promote and encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, sex, national 133 origin, age, disability, sexual orientation, familial status 134 handicap, or marital status and mutual understanding and respect 135 among all members of all economic, social, racial, religious, 136 and ethnic groups; and shall endeavor to eliminate 137 discrimination against, and antagonism between, religious, 138 racial, and ethnic groups and their members. 139

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140 Section 4. Section 760.07, Florida Statutes, is amended to 141 read:

760.07 Remedies for unlawful discrimination. -- Any 142 143 violation of any Florida statute making unlawful discrimination 144 because of race, color, religion, gender, national origin, age, 145 disability, sexual orientation, familial status handicap, or 146 marital status in the areas of education, employment, housing, 147 or public accommodations gives rise to a cause of action for all 148 relief and damages described in s. 760.11(5), unless greater 149 damages are expressly provided for. If the statute prohibiting 150 unlawful discrimination provides an administrative remedy, the action for equitable relief and damages provided for in this 151 section may be initiated only after the plaintiff has exhausted 152 153 his or her administrative remedy. The term "public 154 accommodations" does not include lodge halls or other similar 155 facilities of private organizations which are made available for public use occasionally or periodically. The right to trial by 156 157 jury is preserved in any case in which the plaintiff is seeking 158 actual or punitive damages.

159 Section 5. Section 760.08, Florida Statutes, is amended to 160 read:

161 760.08 Discrimination in places of public 162 accommodation.--All persons shall be entitled to the full and 163 equal enjoyment of the goods, services, facilities, privileges, 164 advantages, and accommodations of any place of public 165 accommodation, as defined in this chapter, without 166 discrimination or segregation on the ground of race, color,

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167 national origin, sex, <u>disability</u>, <u>sexual orientation</u> handicap
168 familial status, marital status, or religion.

Section 6. Subsections (1) and (2), paragraphs (a) and (b) of subsection (3), subsections (4), (5), and (6), and paragraph (a) of subsection (8) of section 760.10, Florida Statutes, are amended to read:

173

760.10 Unlawful employment practices.--

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(1) It is an unlawful employment practice for an employer:

(a) To discharge or to fail or refuse to hire any
individual, or otherwise to discriminate against any individual
with respect to compensation, terms, conditions, or privileges
of employment, because of such individual's race, color,
religion, sex, national origin, age, <u>disability, sexual</u>
orientation, familial status <u>handicap</u>, or marital status.

(b) To limit, segregate, or classify employees or
applicants for employment in any way which would deprive or tend
to deprive any individual of employment opportunities, or
adversely affect any individual's status as an employee, because
of such individual's race, color, religion, sex, national
origin, age, <u>disability</u>, sexual orientation, familial status
handicap, or marital status.

188 It is an unlawful employment practice for an (2)189 employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of 190 race, color, religion, sex, national origin, age, disability, 191 sexual orientation, familial status handicap, or marital status 192 or to classify or refer for employment any individual on the 193 basis of race, color, religion, sex, national origin, age, 194 Page 7 of 19

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195 <u>disability, sexual orientation, familial status</u> handicap, or 196 marital status.

197 (3) It is an unlawful employment practice for a labor198 organization:

(a) To exclude or to expel from its membership, or
otherwise to discriminate against, any individual because of
race, color, religion, sex, national origin, age, <u>disability</u>,
<u>sexual orientation, familial status</u> handicap, or marital status.

To limit, segregate, or classify its membership or 203 (b) applicants for membership, or to classify or fail or refuse to 204 refer for employment any individual, in any way which would 205 deprive or tend to deprive any individual of employment 206 opportunities, or adversely affect any individual's status as an 207 208 employee or as an applicant for employment, because of such individual's race, color, religion, sex, national origin, age, 209 disability, sexual orientation, familial status handicap, or 210 211 marital status.

212 It is an unlawful employment practice for any (4)213 employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or 214 215 retraining, including on-the-job training programs, to 216 discriminate against any individual because of race, color, religion, sex, national origin, age, disability, sexual 217 orientation, familial status handicap, or marital status in 218 admission to, or employment in, any program established to 219 provide apprenticeship or other training. 220

(5) Whenever, in order to engage in a profession,
 occupation, or trade, it is required that a person receive a
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license, certification, or other credential, become a member or 223 224 an associate of any club, association, or other organization, or 225 pass any examination, it is an unlawful employment practice for 226 any person to discriminate against any other person seeking such 227 license, certification, or other credential, seeking to become a member or associate of such club, association, or other 228 229 organization, or seeking to take or pass such examination, because of such other person's race, color, religion, sex, 230 national origin, age, disability, sexual orientation, familial 231 232 status handicap, or marital status.

233 (6) It is an unlawful employment practice for an employer, labor organization, employment agency, or joint labor-management 234 committee to print, or cause to be printed or published, any 235 notice or advertisement relating to employment, membership, 236 classification, referral for employment, or apprenticeship or 237 238 other training, indicating any preference, limitation, specification, or discrimination, based on race, color, 239 religion, sex, national origin, age, absence of disability, 240 241 sexual orientation, familial status handicap, or marital status.

(8) Notwithstanding any other provision of this section,
it is not an unlawful employment practice under ss. 760.01760.10 for an employer, employment agency, labor organization,
or joint labor-management committee to:

(a) Take or fail to take any action on the basis of
religion, sex, national origin, age, <u>disability, sexual</u>
<u>orientation handicap</u>, or marital status in those certain
instances in which religion, sex, national origin, age, absence
of a particular <u>disability, sexual orientation handicap</u>, or

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251 marital status is a bona fide occupational qualification 252 reasonably necessary for the performance of the particular 253 employment to which such action or inaction is related.

254 Section 7. Section 509.092, Florida Statutes, is amended 255 to read:

256 509.092 Public lodging establishments and public food 257 service establishments; rights as private enterprises. -- Public lodging establishments and public food service establishments 258 259 are private enterprises, and the operator has the right to 260 refuse accommodations or service to any person who is 261 objectionable or undesirable to the operator, but such refusal may not be based upon race, creed, color, sex, physical 262 disability, sexual orientation, familial status, or national 263 264 origin. A person aggrieved by a violation of this section or a 265 violation of a rule adopted under this section has a right of 266 action pursuant to s. 760.11.

267 Section 8. Section 760.22, Florida Statutes, is amended to 268 read:

269 760.22 Definitions.--As used in ss. 760.20-760.37, the 270 term:

(1) "Commission" means the Florida Commission on HumanRelations.

(2) "Covered multifamily dwelling" means:

(a) A building which consists of four or more units andhas an elevator; or

(b) The ground floor units of a building which consists offour or more units and does not have an elevator.

278 (3) "Disability" means:

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279 (a) A physical or mental impairment that a person has, has 280 a record of having, or is regarded as having, that substantially limits one or more major life activities; or 281 282 (b) A developmental disability as defined in s. 393.063. 283 (4)(3) "Discriminatory housing practice" means an act that 284 is unlawful under the terms of ss. 760.20-760.37. 285 (5) (4) "Dwelling" means any building or structure, or portion thereof, which is occupied as, or designed or intended 286 287 for occupancy as, a residence by one or more families, and any vacant land which is offered for sale or lease for the 288 289 construction or location on the land of any such building or 290 structure, or portion thereof. (6) (5) "Familial status" is established when an individual 291 292 who has not attained the age of 18 years is domiciled with: 293 A parent or other person having legal custody of such (a) 294 individual; or 295 A designee of a parent or other person having legal (b) 296 custody, with the written permission of such parent or other 297 person. 298 (7) (6) "Family" includes a single individual. 299 (7) "Handicap" means: 300 (a) A person has a physical or mental impairment which substantially limits one or more major life activities, or he or 301 she has a record of having, or is regarded as having, such 302 303 physical or mental impairment; or (b) A person has a developmental disability as defined in 304 305 s. 393.063.

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(8) "Person" includes one or more individuals,
corporations, partnerships, associations, labor organizations,
legal representatives, mutual companies, joint-stock companies,
trusts, unincorporated organizations, trustees, trustees in
bankruptcy, receivers, and fiduciaries.

311 (9) "Substantially equivalent" means an administrative
312 subdivision of the State of Florida meeting the requirements of
313 24 C.F.R. part 115, s. 115.6.

(10) "To rent" includes to lease, to sublease, to let, and otherwise to grant for a consideration the right to occupy premises not owned by the occupant.

317 Section 9. Subsections (1), (2), (3), (5), (7), and (8), 318 paragraph (a) of subsection (9), and paragraphs (a) and (d) of 319 subsection (10) of section 760.23, Florida Statutes, are amended 320 to read:

321 760.23 Discrimination in the sale or rental of housing and
 322 other prohibited practices.--

(1) It is unlawful to refuse to sell or rent after the
making of a bona fide offer, to refuse to negotiate for the sale
or rental of, or otherwise to make unavailable or deny a
dwelling to any person because of race, color, national origin,
sex, <u>disability</u>, sexual orientation <u>handicap</u>, familial status,
marital status, or religion.

(2) It is unlawful to discriminate against any person in
the terms, conditions, or privileges of sale or rental of a
dwelling, or in the provision of services or facilities in
connection therewith, because of race, color, national origin,

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333 sex, <u>disability</u>, sexual orientation handicap, familial status, 334 marital status, or religion.

It is unlawful to make, print, or publish, or cause to 335 (3) 336 be made, printed, or published, any notice, statement, or 337 advertisement with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination 338 339 based on race, color, national origin, sex, disability, sexual orientation handicap, familial status, marital status, or 340 341 religion or an intention to make any such preference, limitation, or discrimination. 342

(5) It is unlawful, for profit, to induce or attempt to
induce any person to sell or rent any dwelling by a
representation regarding the entry or prospective entry into the
neighborhood of a person or persons of a particular race, color,
national origin, sex, <u>disability</u>, <u>sexual orientation handicap</u>,
familial status, <u>marital status</u>, or religion.

(7) It is unlawful to discriminate in the sale or rental
of, or to otherwise make unavailable or deny, a dwelling to any
buyer or renter because of a disability handicap of:

352

(a) That buyer or renter;

353 (b) A person residing in or intending to reside in that354 dwelling after it is sold, rented, or made available; or

355

(C)

Any person associated with the buyer or renter.

(8) It is unlawful to discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection with such dwelling, because of a <u>disability</u> handicap of:

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364

(a) That buyer or renter;

A person residing in or intending to reside in that (b) dwelling after it is sold, rented, or made available; or

(C) Any person associated with the buyer or renter.

365 (9) For purposes of subsections (7) and (8), discrimination includes: 366

367 (a) A refusal to permit, at the expense of the disabled handicapped person, reasonable modifications of existing 368 369 premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full 370 enjoyment of the premises; or 371

372 Covered multifamily dwellings as defined herein which (10)are intended for first occupancy after March 13, 1991, shall be 373 374 designed and constructed to have at least one building entrance on an accessible route unless it is impractical to do so because 375 of the terrain or unusual characteristics of the site as 376 377 determined by commission rule. Such buildings shall also be 378 designed and constructed in such a manner that:

379 (a) The public use and common use portions of such dwellings are readily accessible to and usable by disabled 380 381 handicapped persons.

382 (d) Compliance with the appropriate requirements of the 383 American National Standards Institute for buildings and facilities providing accessibility and usability for physically 384 disabled handicapped people, commonly cited as ANSI A117.1-1986, 385 suffices to satisfy the requirements of paragraph (c). 386

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388 State agencies with building construction regulation 389 responsibility or local governments, as appropriate, shall 390 review the plans and specifications for the construction of 391 covered multifamily dwellings to determine consistency with the 392 requirements of this subsection.

393 Section 10. Section 760.24, Florida Statutes, is amended 394 to read:

760.24 Discrimination in the provision of brokerage 395 396 services.--It is unlawful to deny any person access to, or membership or participation in, any multiple-listing service, 397 398 real estate brokers' organization, or other service, organization, or facility relating to the business of selling or 399 renting dwellings, or to discriminate against him or her in the 400 401 terms or conditions of such access, membership, or 402 participation, on account of race, color, national origin, sex, 403 disability, sexual orientation handicap, familial status, 404 marital status, or religion.

405 Section 11. Subsection (1) and paragraph (a) of subsection 406 (2) of section 760.25, Florida Statutes, are amended to read:

407 760.25 Discrimination in the financing of housing or in 408 residential real estate transactions.--

(1) It is unlawful for any bank, building and loan
association, insurance company, or other corporation,
association, firm, or enterprise the business of which consists
in whole or in part of the making of commercial real estate
loans to deny a loan or other financial assistance to a person
applying for the loan for the purpose of purchasing,
constructing, improving, repairing, or maintaining a dwelling,

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or to discriminate against him or her in the fixing of the 416 417 amount, interest rate, duration, or other term or condition of 418 such loan or other financial assistance, because of the race, color, national origin, sex, disability, sexual orientation 419 420 handicap, familial status, marital status, or religion of such person or of any person associated with him or her in connection 421 422 with such loan or other financial assistance or the purposes of such loan or other financial assistance, or because of the race, 423 color, national origin, sex, disability, sexual orientation 424 425 handicap, familial status, marital status, or religion of the 426 present or prospective owners, lessees, tenants, or occupants of the dwelling or dwellings in relation to which such loan or 427 other financial assistance is to be made or given. 428

(2) (a) It is unlawful for any person or entity whose
business includes engaging in residential real estate
transactions to discriminate against any person in making
available such a transaction, or in the terms or conditions of
such a transaction, because of race, color, national origin,
sex, <u>disability</u>, sexual orientation <u>handicap</u>, familial status,
marital status, or religion.

436 Section 12. Section 760.26, Florida Statutes, is amended 437 to read:

438 760.26 Prohibited discrimination in land use decisions and 439 in permitting of development.--It is unlawful to discriminate in 440 land use decisions or in the permitting of development based on 441 race, color, national origin, sex, <u>sexual orientation</u>, 442 disability, marital status, familial status, religion, or,

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443 except as otherwise provided by law, the source of financing of 444 a development or proposed development. Section 13. Paragraph (a) of subsection (5) of section 445 446 760.29, Florida Statutes, is amended to read: 447 760.29 Exemptions. --448 Nothing in ss. 760.20-760.37: (5) 449 (a) Prohibits a person engaged in the business of furnishing appraisals of real property from taking into 450 451 consideration factors other than race, color, national origin, 452 sex, disability, sexual orientation handicap, familial status, marital status, or religion. 453 Section 14. Subsection (5) of section 760.31, Florida 454 455 Statutes, is amended to read: 456 760.31 Powers and duties of commission.--The commission shall: 457 458 (5) Adopt rules necessary to implement ss. 760.20-760.37 459 and govern the proceedings of the commission in accordance with 460 chapter 120. Commission rules shall clarify terms used with 461 regard to disabled handicapped accessibility, exceptions from accessibility requirements based on terrain or site 462 463 characteristics, and requirements related to housing for older 464 persons. Commission rules shall specify the fee and the forms 465 and procedures to be used for the registration required by s. 466 760.29(4)(e). Subsection (2) of section 760.50, Florida 467 Section 15. 468 Statutes, is amended to read: 760.50 Discrimination on the basis of AIDS, AIDS-related 469 complex, and HIV prohibited. --470 Page 17 of 19

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471 (2) Any person with or perceived as having acquired immune
472 deficiency syndrome, acquired immune deficiency syndrome related
473 complex, or human immunodeficiency virus shall have every
474 protection made available to disabled handicapped persons.

475 Section 16. Subsection (1) of section 760.60, Florida476 Statutes, is amended to read:

477 760.60 Discriminatory practices of certain clubs478 prohibited; remedies.--

479 (1)It is unlawful for a person to discriminate against 480 any individual because of race, color, religion, gender, national origin, disability, sexual orientation, familial status 481 handicap, age above the age of 21, or marital status in 482 483 evaluating an application for membership in a club that has more 484 than 400 members, that provides regular meal service, and that 485 regularly receives payment for dues, fees, use of space, 486 facilities, services, meals, or beverages directly or indirectly 487 from nonmembers for business purposes. It is unlawful for a 488 person, on behalf of such a club, to publish, circulate, issue, 489 display, post, or mail any advertisement, notice, or solicitation that contains a statement to the effect that the 490 491 accommodations, advantages, facilities, membership, or 492 privileges of the club are denied to any individual because of race, color, religion, gender, national origin, disability, 493 sexual orientation, familial status handicap, age above the age 494 of 21, or marital status. This subsection does not apply to 495 fraternal or benevolent organizations, ethnic clubs, or 496 religious organizations where business activity is not 497 prevalent. 498

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499 Section 17. Paragraph (d) of subsection (1) of section 500 419.001, Florida Statutes, is amended to read: 501 419.001 Site selection of community residential homes .--For the purposes of this section, the following 502 (1) 503 definitions shall apply: "Resident" means any of the following: a frail elder 504 (d) 505 as defined in s. 400.618; a physically disabled or handicapped 506 person as defined in s. 760.22(3)(-7)(a); a developmentally 507 disabled person as defined in s. 393.063; a nondangerous mentally ill person as defined in s. 394.455(18); or a child who 508 is found to be dependent or a child in need of services as 509 510 defined in s. 39.01(14), s. 984.03(9) or (12), or s. 985.03. 511 Section 18. This act shall take effect July 1, 2007.