By the Committee on Commerce; and Senators Deutch, Aronberg, Rich, Margolis, Ring, Justice and Atwater

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A bill to be entitled

An act relating to civil rights; amending s. 760.01, F.S.; revising provisions to include sexual orientation and familial status as impermissible grounds for discrimination; conforming terminology; amending s. 760.02, F.S.; defining additional terms; amending ss. 760.05, 760.07, 760.08, and 760.10, F.S.; revising provisions to include sexual orientation and familial status as impermissible grounds for discrimination; conforming terminology; amending s. 509.092, F.S.; revising provisions to include sexual orientation and familial status as impermissible grounds for discrimination in public lodging establishments and public food service establishments; amending s. 760.22, F.S.; defining the terms "disability" and "sexual orientation" and deleting the definition of the term "handicap"; amending ss. 760.23, 760.24, 760.25, 760.26, and 760.29, F.S.; revising provisions to include sexual orientation, familial status, and marital status as impermissible grounds for discrimination; conforming terminology; amending ss. 760.31 and 760.50, F.S.; conforming terminology; amending s. 760.60, F.S.; revising provisions to include sexual orientation and familial status as impermissible grounds for discrimination; conforming terminology; amending s. 419.001, F.S.; conforming a cross-reference; providing an effective date.

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Be It Enacted by the Legislature of the State of Florida:

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Section 1. Subsection (2) of section 760.01, Florida Statutes, is amended to read:

760.01 Purposes; construction; title.--

- (2) The general purposes of the Florida Civil Rights Act of 1992 are to secure for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, disability, sexual orientation, familial status handicap, or marital status and thereby to protect their interest in personal dignity, to make available to the state their full productive capacities, to secure the state against domestic strife and unrest, to preserve the public safety, health, and general welfare, and to promote the interests, rights, and privileges of individuals within the state.
- Section 2. Section 760.02, Florida Statutes, is amended to read:
- 760.02 Definitions.--For the purposes of ss. 760.01-760.11 and 509.092, the term:
- (1) "Aggrieved person" means any person who files a complaint with the Florida Commission on Human Relations "Florida Civil Rights Act of 1992" means ss. 760.01-760.11 and 509.092.
- (2) "Commission" means the Florida Commission on Human Relations created by s. 760.03.
- (3) "Commissioner" or "member" means a member of the commission.
 - (4) "Disability" means:
- (a) A physical or mental impairment that a person has, has a record of having, or is regarded as having and that substantially limits one or more major life activities; or
 - (b) A developmental disability as defined in s. 393.063.

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 $\underline{(5)}$ "Discriminatory practice" means any practice made unlawful by the Florida Civil Rights Act of 1992.

- (6) "Employer" means any person employing 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and any agent of such a person.
- (7) "Employment agency" means any person regularly undertaking, with or without compensation, to procure employees for an employer or to procure for employees opportunities to work for an employer, and includes an agent of such a person.
- (8) "Familial status" is established when an individual who has not attained the age of 18 years is domiciled with:
- (a) A parent or other person having legal custody of such individual; or
- (b) A designee of a parent or other person having legal custody, with the written permission of such parent or other person.
- (9) "Florida Civil Rights Act of 1992" means ss. 760.01-760.11 and 509.092.
- (10) "Labor organization" means any organization that exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or other mutual aid or protection in connection with employment.
 - (11) (5) "National origin" includes ancestry.
- (12)(6) "Person" includes an individual, association, corporation, joint apprenticeship committee, joint-stock company, labor union, legal representative, mutual company, partnership, receiver, trust, trustee in bankruptcy, or unincorporated

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organization; any other legal or commercial entity; the state; or any governmental entity or agency.

- (7) "Employer" means any person employing 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and any agent of such a person.
- (8) "Employment agency" means any person regularly undertaking, with or without compensation, to procure employees for an employer or to procure for employees opportunities to work for an employer, and includes an agent of such a person.
- (9) "Labor organization" means any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or other mutual aid or protection in connection with employment.
- (10) "Aggrieved person" means any person who files a complaint with the Human Relations Commission.
- (13)(11) "Public accommodations" means places of public accommodation, lodgings, facilities principally engaged in selling food for consumption on the premises, gasoline stations, places of exhibition or entertainment, and other covered establishments. Each of the following establishments which serves the public is a place of public accommodation within the 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 than four rooms for rent or hire and which is actually occupied by the proprietor of such establishment as his or her residence.

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(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.
- (14) "Sexual orientation" means the condition of being heterosexual, homosexual, or bisexual.

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

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

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

760.07 Remedies for unlawful discrimination. -- Any violation

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

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

760.08 Discrimination in places of public accommodation.—All persons shall be entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation, as defined in this chapter, without discrimination or segregation on the ground of race, color, national origin, sex, disability, sexual orientation handicap, 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

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175 amended to read:

760.10 Unlawful employment practices.--

- (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, disability, sexual orientation, familial status handicap, 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, disability, sexual orientation, familial status handicap, or marital status.
- (2) It is an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of race, color, religion, sex, national origin, age, disability, sexual orientation, familial status handicap, or marital status or to classify or refer for employment any individual on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, familial status handicap, or marital status.
- (3) It is an unlawful employment practice for a labor 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>,

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sexual orientation, familial status handicap, or marital status.

- (b) To limit, segregate, or classify its membership or applicants for membership, or to classify or fail or refuse to refer for employment any individual, 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 or as an applicant for employment, because of such individual's race, color, religion, sex, national origin, age, disability, sexual orientation, familial status handicap, or marital status.
- (4) It is an unlawful employment practice for any employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs, to discriminate against any individual because of race, color, religion, sex, national origin, age, disability, sexual orientation, familial status handicap, or marital status in admission to, or employment in, any program established to provide apprenticeship or other training.
- (5) Whenever, in order to engage in a profession, occupation, or trade, it is required that a person receive a license, certification, or other credential, become a member or an associate of any club, association, or other organization, or pass any examination, it is an unlawful employment practice for any person to discriminate against any other person seeking such license, certification, or other credential, seeking to become a member or associate of such club, association, or other organization, or seeking to take or pass such examination, because of such other person's race, color, religion, sex,

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national origin, age, <u>disability</u>, <u>sexual orientation</u>, <u>familial</u> status <u>handicap</u>, or marital status.

- (6) It is an unlawful employment practice for an employer, labor organization, employment agency, or joint labor-management committee to print, or cause to be printed or published, any notice or advertisement relating to employment, membership, classification, referral for employment, or apprenticeship or other training, indicating any preference, limitation, specification, or discrimination, based on race, color, religion, sex, national origin, age, absence of disability, 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. 760.01-760.10 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</u>, <u>sexual</u> orientation <u>handicap</u>, or marital status in those certain instances in which religion, sex, national origin, age, absence of a particular <u>disability</u>, <u>sexual orientation</u> <u>handicap</u>, or marital status is a bona fide occupational qualification reasonably necessary for the performance of the particular employment to which such action or inaction is related.

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

509.092 Public lodging establishments and public food service establishments; rights as private enterprises.—Public lodging establishments and public food service establishments are private enterprises, and the operator has the right to refuse

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accommodations or service to any person who is objectionable or undesirable to the operator, but such refusal may not be based upon race, creed, color, sex, physical disability, sexual orientation, familial status, or national origin. A person aggrieved by a violation of this section or a violation of a rule adopted under this section has a right of action pursuant to s. 760.11.

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

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

- (1) "Commission" means the Florida Commission on Human Relations.
 - (2) "Covered multifamily dwelling" means:
- (a) A building which consists of four or more units and has an elevator; or
- (b) The ground floor units of a building which consists of four or more units and does not have an elevator.
 - (3) "Disability" means:
- (a) A physical or mental impairment that a person has, has a record of having, or is regarded as having and that substantially limits one or more major life activities; or
 - (b) A developmental disability as defined in s. 393.063.
- $\underline{(4)}$ "Discriminatory housing practice" means an act that is unlawful under the terms of ss. 760.20-760.37.
- (5)(4) "Dwelling" means any building or structure, or portion thereof, which is occupied as, or designed or intended for occupancy as, a residence by one or more families, and any vacant land which is offered for sale or lease for the

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construction or location on the land of any such building or structure, or portion thereof.

- (6) "Familial status" is established when an individual who has not attained the age of 18 years is domiciled with:
- (a) A parent or other person having legal custody of such individual; or
- (b) A designee of a parent or other person having legal custody, with the written permission of such parent or other person.
 - (7) (6) "Family" includes a single individual.
 - (7) "Handicap" means:
- (a) A person has a physical or mental impairment which substantially limits one or more major life activities, or he or she has a record of having, or is regarded as having, such physical or mental impairment; or
- (b) A person has a developmental disability as defined in s. 393.063.
- (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.
- (9) "Sexual orientation" means the condition of being heterosexual, homosexual, or bisexual.
- (10) (9) "Substantially equivalent" means an administrative subdivision of the State of Florida meeting the requirements of 24 C.F.R. part 115, s. 115.6.
- $\underline{\text{(11)}}$ "To rent" includes to lease, to sublease, to let, and otherwise to grant for a consideration the right to occupy

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320 premises not owned by the occupant.

- Section 9. Subsections (1), (2), (3), (5), (7), (8), and (9) and paragraphs (a) and (d) of subsection (10) of section 760.23, Florida Statutes, are amended to read:
- 760.23 Discrimination in the sale or rental of housing and 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, disability, sexual orientation handicap, 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, sex, <u>disability</u>, <u>sexual orientation</u> <u>handicap</u>, familial status, <u>marital status</u>, or religion.
- (3) It is unlawful to make, print, or publish, or cause to be made, printed, or published, any notice, statement, or advertisement with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, national origin, sex, <u>disability</u>, <u>sexual orientation handicap</u>, familial status, <u>marital status</u>, or religion or an intention to make any such preference, limitation, or discrimination.
- (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

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neighborhood of a person or persons of a particular race, color, national origin, sex, <u>disability</u>, <u>sexual orientation</u> <u>handicap</u>, familial status, marital status, 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:
 - (a) That buyer or renter;
- (b) A person residing in or intending to reside in that dwelling after it is sold, rented, or made available; or
 - (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 handicap</u> of:
 - (a) That buyer or renter;
- (b) A person residing in or intending to reside in that dwelling after it is sold, rented, or made available; or
 - (c) Any person associated with the buyer or renter.
- (9) For purposes of subsections (7) and (8), discrimination includes:
- (a) A refusal to permit, at the expense of the <u>disabled</u> handicapped person, reasonable modifications of existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises; or
- (b) A refusal to make reasonable accommodations in rules, policies, practices, or services, when such accommodations may be necessary to afford such person equal opportunity to use and

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378 enjoy a dwelling.

- (10) Covered multifamily dwellings as defined herein which are intended for first occupancy after March 13, 1991, shall be designed and constructed to have at least one building entrance on an accessible route unless it is impractical to do so because of the terrain or unusual characteristics of the site as determined by commission rule. Such buildings shall also be designed and constructed in such a manner that:
- (a) The public use and common use portions of such dwellings are readily accessible to and usable by $\frac{\text{disabled}}{\text{handicapped}}$ persons.
- (d) Compliance with the appropriate requirements of the American National Standards Institute for buildings and facilities providing accessibility and usability for physically disabled handicapped people, commonly cited as ANSI A117.1-1986, suffices to satisfy the requirements of paragraph (c).

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

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

760.24 Discrimination in the provision of brokerage services.—It is unlawful to deny any person access to, or membership or participation in, any multiple-listing service, real estate brokers' organization, or other service, organization, or facility relating to the business of selling or

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renting dwellings, or to discriminate against him or her in the terms or conditions of such access, membership, or participation, on account of race, color, national origin, sex, <u>disability</u>, <u>sexual orientation</u> <u>handicap</u>, familial status, <u>marital status</u>, or religion.

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

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

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

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(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, disability, sexual orientation handicap, familial status, marital status, or religion.

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

760.26 Prohibited discrimination in land use decisions and in permitting of development.—It is unlawful to discriminate in land use decisions or in the permitting of development based on race, color, national origin, sex, sexual orientation, disability, marital status, familial status, religion, or, except as otherwise provided by law, the source of financing of a development or proposed development.

Section 13. Paragraph (a) of subsection (5) of section 760.29, Florida Statutes, is amended to read:

760.29 Exemptions.--

- (5) Nothing in ss. 760.20-760.37:
- (a) Prohibits a person engaged in the business of furnishing appraisals of real property from taking into consideration factors other than race, color, national origin, sex, disability, sexual orientation handicap, familial status, marital status, or religion.

Section 14. Subsection (5) of section 760.31, Florida Statutes, is amended to read:

760.31 Powers and duties of commission.--The commission shall:

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(5) Adopt rules necessary to implement ss. 760.20-760.37 and govern the proceedings of the commission in accordance with chapter 120. Commission rules shall clarify terms used with regard to disabled handicapped accessibility, exceptions from accessibility requirements based on terrain or site characteristics, and requirements related to housing for older persons. Commission rules shall specify the fee and the forms and procedures to be used for the registration required by s. 760.29(4)(e).

Section 15. Subsection (2) of section 760.50, Florida Statutes, is amended to read:

- 760.50 Discrimination on the basis of AIDS, AIDS-related complex, and HIV prohibited.--
- (2) Any person with or perceived as having acquired immune deficiency syndrome, acquired immune deficiency syndrome related complex, or human immunodeficiency virus shall have every protection made available to disabled handicapped persons.
- Section 16. Subsection (1) of section 760.60, Florida Statutes, is amended to read:
- 760.60 Discriminatory practices of certain clubs prohibited; remedies.--
- (1) It is unlawful for a person to discriminate against any individual because of race, color, religion, gender, national origin, disability, sexual orientation, familial status handicap, age above the age of 21, or marital status in evaluating an application for membership in a club that has more than 400 members, that provides regular meal service, and that regularly receives payment for dues, fees, use of space, facilities, services, meals, or beverages directly or indirectly from

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nonmembers for business purposes. It is unlawful for a person, on behalf of such a club, to publish, circulate, issue, display, post, or mail any advertisement, notice, or solicitation that contains a statement to the effect that the accommodations, advantages, facilities, membership, or privileges of the club are denied to any individual because of race, color, religion, gender, national origin, disability, sexual orientation, familial status handicap, age above the age of 21, or marital status. This subsection does not apply to fraternal or benevolent organizations, ethnic clubs, or religious organizations where business activity is not prevalent.

Section 17. Paragraph (d) of subsection (1) of section 419.001, Florida Statutes, is amended to read:

419.001 Site selection of community residential homes.--

- (1) For the purposes of this section, the following definitions shall apply:
- (d) "Resident" means any of the following: a frail elder as defined in s. 429.65; a physically disabled or handicapped person as defined in $\frac{s. 760.22(3)(a)}{s. 760.22(7)(a)}$; a developmentally disabled person as defined in s. 393.063; a nondangerous mentally ill person as defined in s. 394.455(18); or a child who is found to be dependent or a child in need of services as defined in s. 39.01(14), s. 984.03(9) or (12), or s. 985.03.

Section 18. This act shall take effect July 1, 2008.