



DID YOU KNOW BROWARD COUNTY

- Enforces a local ordinance to protect your rights in housing transactions, regardless of your sexual orientation?
- Employers cannot deny you training opportunities or promotions solely based on your transgendered status?
- Public businesses cannot refuse you service because you dress differently than others of your gender?
- Investigates discrimination complaints based on sexual orientation and gender identity or expression?

In 1995, the Broward County Board of County Commissioners voted to expand the Broward County Human Rights Act to include sexual orientation as a protected classification in Broward County. In 2008, the Board unanimously voted to amend the ordinance to include gender identity or expression.



Human Rights Section

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A SERVICE OF THE BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS

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Lesbian Gay Bisexual & Transgender Protections



Human Rights Section
broward.org/HumanRights



LESBIAN, GAY, BISEXUAL AND TRANSGENDER PROTECTIONS

As covered under the
Broward County Human Rights Act

Individuals living, working and/or operating a business in Broward County should be aware that the Broward County Human Rights Act now prohibits discrimination against individuals because they are lesbian, gay, bisexual or transgender as it relates to employment, housing and public accommodations.

These additional protected classes are defined as:

Gender Identity or Expression: Gender identity or expression relates to the appearance, expression or behavior of an individual regardless of the individual's assigned sex at birth.

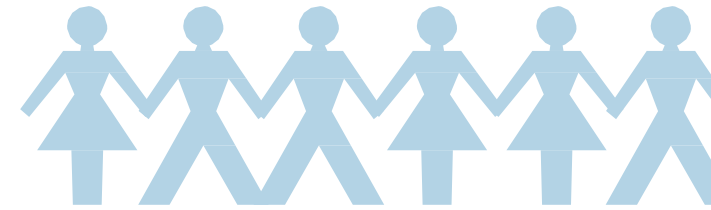
Sexual Orientation: Sexual orientation refers to being or perceived as being heterosexual, bisexual or homosexual. Sexual orientation discrimination also covers individuals who are perceived to be associated with individuals who are heterosexual, bisexual or homosexual.

AREAS OF DISCRIMINATION

Under the jurisdiction of the
Broward County Human Rights Act

Employment: Unlawful discrimination in employment includes any unequal, differential or disparaging treatment of any employee or job applicant such as to refuse to hire, to discharge, or to adversely affect an individual's terms and conditions of employment because of a protected category.

Housing: Unlawful discrimination in housing includes any unequal, differential or



disparaging treatment in the sale, rental, occupancy or financing of real estate, such as to refuse to sell or rent, using preferential statements in advertising, or engaging in predatory lending because of a protected category.

Public Accommodations: Unlawful discrimination in public accommodations includes denying, withholding or refusing an individual or group the full and equal enjoyment of goods, services or facilities that may occur in a place of public accommodations or establishment because of a protected category. The law covers any establishment which is supported directly or indirectly by government funds.

Note: Specific exemptions may apply within each area noted above. Please contact the Human Rights Section for more information.