

What is the City of Miami Beach Human Rights Ordinance?

The City of Miami Beach is committed to protecting all residents, employees and visitors from unlawful discriminatory practice in employment, housing and public accommodations (restaurants, stores, hotels, movie theaters, etc.). To that end, the City has enacted one of the most comprehensive Human Rights Ordinances in the country (See Ordinance 2010-3669). If you believe that you have been the victim of an unlawful discriminatory practice in employment, housing or public accommodations, you must file a complaint within 180 days after the alleged discriminatory practice occurred. The Complaint Form is available in English, Spanish and Creole. All complaints will be investigated fully and promptly. For more information, please contact 305.673.7524.

What is the Miami Beach Human Rights Committee (MBHRC)?

A major component to the City of Miami Beach Human Rights Ordinance (Ordinance 2010-3669) is the establishment of the City of Miami Beach Human Rights Committee (MBHRC), whose duties include, amongst others, informing persons of the rights and remedies provided by the City of Miami Beach Human Rights Ordinance; promoting goodwill, and minimizing or eliminating discrimination because of race, color, national origin, religion, sex, gender identity, sexual orientation, marital and familial status, age or disability; hearing appeals from the City Manager's determination of no probable cause; designating committee members to hear, in an advisory capacity to the hearing examiner, complaints alleging unlawful discrimination practices; and providing the hearing examiner with an advisory recommendation prior to final disposition of the complaint. The MBHRC meets on the second Tuesday of every month at 4:00 p.m. in the City Manager's Large Conference Room (Miami Beach City Hall, 1700 Convention Center Drive, 4th Floor, Miami Beach, FL 33139). For more information, please contact 305.673.7524.

Who may file a Human Rights complaint?

If you believe that you have been the victim of an unlawful discriminatory practice, within the City of Miami Beach, in employment, housing or public accommodations (restaurants, stores, hotels, movie theaters, etc.) because of race, color, national origin, religion, sex, gender identity, sexual orientation, marital and familial status, age or disability, you must file a complaint within 180 days after the alleged discriminatory practice occurred. The Complaint Form is available in English, Spanish and Creole. For more information, please contact 305.673.7524.

What is employment discrimination?

It is against the law to discriminate in employment based on race, color, national origin, religion, sex, gender identity, sexual orientation, marital and familial status, age or disability. Pursuant to the City of Miami Beach Human Rights Ordinance (Ordinance 2010-3669), an employee or an applicant for employment may file a complaint under the City of Miami Beach Human Rights Ordinance when: (a) The alleged discriminatory act occurred within the past one hundred eighty (180) days; (b) An employer or potential employer has five (5) or more employees, in each of four (4) or more calendar weeks in a current calendar year; and (c) The employee or applicant has not previously initiated a civil or administrative action in any court or administrative agency alleging an unlawful discriminatory practice with respect to the same grievance that is the subject of the complaint. The Complaint Form is available in English, Spanish and Creole. For more information, please contact 305.673.7524.

What is housing discrimination?

It is against the law to do any of the following based on race, color, national origin, religion, sex, gender identity, sexual orientation, marital and familial status, age or disability: (a) Refuse to rent or sell housing; (b) Falsely deny that housing is available for inspection, rental or sale; (c) Refuse to make a mortgage loan; (d) Impose different conditions or terms on a loan; (e) Threaten, coerce or intimidate any individual exercising a fair housing right; or (f) Refuse reasonable changes to a dwelling to accommodate a disability.

A buyer, tenant or mortgagor may file a complaint under the City of Miami Beach Human Rights Ordinance (Ordinance 2010-3669) when: 1. The alleged discriminatory act occurred within the past one hundred eighty (180) days; and 2. The buyer, tenant or mortgagor has not previously initiated a civil or administrative action in any court or administrative agency alleging an unlawful discriminatory practice with respect to the same grievance that is the subject of the complaint. The Complaint Form is available in English, Spanish and Creole. For more information, please contact 305.673.7524.

What is public accommodations discrimination?

It is against the law for an individual to be denied access or to receive poor service or lesser quality accommodations because of race, color, national origin, religion, sex, gender identity, sexual orientation, marital and familial status, age or disability.

You may file a complaint pursuant to the City of Miami Beach Human Rights Ordinance (Ordinance 2010-3669) when: (a) Not given full and equal access to the goods and services of restaurants, hotels and motels, gasoline stations, theaters and certain other public places or accommodations without discrimination or segregation; (b) When the alleged discriminatory act occurred in the last one hundred eighty (180) days; and (c) If you have not previously initiated a civil or administrative action in any court or administrative agency alleging an unlawful discriminatory practice with respect to the same grievance that is the subject of the complaint. The Complaint Form is available in English, Spanish and Creole. For more information, please contact 305.673.7524.