



COUNTY ATTORNEY'S OFFICE  
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Received on April 5, 2023  
Deadline: April 11, 2023  
Publish: April 16, 2023

**Public Hearing**

**MEMORANDUM**

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DATE: April 5, 2023

TO: Jennifer Lara-Klimetz, Assistant Manager and Deputy Clerk of the BCC  
Comptroller Clerk's Office

THRU: Cheryl Gillespie, Supervisor  
Agenda Development Office

FROM: Dylan Schott, Assistant County Attorney   
Contact: (407) 836-7320 / Email to: dylan.schott@ocfl.net

RE: **Request for Public Hearing on May 2, 2023**, to Consider an Ordinance Pertaining to Human Rights, Employment Discrimination, Equal Access to Places of Public Accommodations, and Fair Housing in Orange County, Florida; Amending Chapter 22 ("Human Rights"), Article I ("In General"); Amending Section 22-3 ("General Discriminatory Practices"), Section 22-4 ("Private Cause of Action; Remedies"), and Section 22-5 ("Sovereign Immunity; No Waiver of Rights or Remedies at Law"); Amending Chapter 22, Article II ("Employment Discrimination"); Amending Section 22-27 ("Definitions") and Section 22-8 ("Unlawful Employment Practices"); Amending Section 22-30 through Section 22-34 to Provide for an Administrative Investigation and Conciliation Process; Amending Chapter 22, Article III ("Equal Access to Places of Public Accommodations"); Amending Section 22-41 ("Definitions") and Section 22-42 ("Prohibition of Discrimination in Public Accommodations"); Amending Section 22-44 through Section 22-48 to Provide for an Administrative Investigation and Conciliation Process; Amending Chapter 22, Article IV ("Fair Housing"), Division 1 ("Generally") and Division 2 ("Administration and Enforcement"); Amending Section 22-50 ("Generally") and Section 22-59 ("Enforcement"); Providing for Repeal of Laws in Conflict; and Providing for Filing of Ordinance and Effective Date.

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Title of Ordinance: **AN ORDINANCE PERTAINING TO HUMAN RIGHTS, EMPLOYMENT DISCRIMINATION, EQUAL ACCESS TO PLACES OF PUBLIC ACCOMMODATIONS, AND FAIR HOUSING IN ORANGE COUNTY, FLORIDA; AMENDING**

**CHAPTER 22 (“HUMAN RIGHTS”), ARTICLE I (“IN GENERAL”); AMENDING SECTION 22-3 (“GENERAL DISCRIMINATORY PRACTICES”), SECTION 22-4 (“PRIVATE CAUSE OF ACTION; REMEDIES”), AND SECTION 22-5 (“SOVEREIGN IMMUNITY; NO WAIVER OF RIGHTS OR REMEDIES AT LAW”); AMENDING CHAPTER 22, ARTICLE II (“EMPLOYMENT DISCRIMINATION”); AMENDING SECTION 22-27 (“DEFINITIONS”) AND SECTION 22-8 (“UNLAWFUL EMPLOYMENT PRACTICES”); AMENDING SECTION 22-30 THROUGH SECTION 22-34 TO PROVIDE FOR AN ADMINISTRATIVE INVESTIGATION AND CONCILIATION PROCESS; AMENDING CHAPTER 22, ARTICLE III (“EQUAL ACCESS TO PLACES OF PUBLIC ACCOMMODATIONS”); AMENDING SECTION 22-41 (“DEFINITIONS”) AND SECTION 22-42 (“PROHIBITION OF DISCRIMINATION IN PUBLIC ACCOMMODATIONS”); AMENDING SECTION 22-44 THROUGH SECTION 22-48 TO PROVIDE FOR AN ADMINISTRATIVE INVESTIGATION AND CONCILIATION PROCESS; AMENDING CHAPTER 22, ARTICLE IV (“FAIR HOUSING”), DIVISION 1 (“GENERALLY”) AND DIVISION 2 (“ADMINISTRATION AND ENFORCEMENT”); AMENDING SECTION 22-50 (“GENERALLY”) AND SECTION 22-59 (“ENFORCEMENT”); PROVIDING FOR REPEAL OF LAWS IN CONFLICT; AND PROVIDING FOR FILING OF ORDINANCE AND EFFECTIVE DATE.**

Applicant:	Staff
Location:	All Districts
Estimated time required for public hearing:	Two minutes
Hearing controversial:	No
Advertising requirement:	Publish once in the legal notices section of a local newspaper of general circulation.
Advertising timeframe:	At least <b>10 days</b> prior to the public hearing.

Hearing required by                      Section 125.66(2)(a), Florida Statutes (regular enactment  
Fla. Statute # or code:                      procedure)

Spanish Contact Person:                      Para más información en español acerca de estas reuniones  
públicas o de cambios por ser efectuados, favor de llamar  
a la Oficina de los Abogados del Condado, Roberta  
Alfonso, at 407-836-7320.

The following materials will be submitted as backup for this public hearing request:

1. Ordinance
2. Memorandum to the Mayor and County Commissioners

***SPECIAL INSTRUCTIONS TO CLERK:***

1. Please return one executed copy of the Ordinance to Dylan Schott via email  
attachment: [dylan.schott@ocfl.net](mailto:dylan.schott@ocfl.net).

c:                      Byron W. Brooks, AICP, County Administrator  
                         Jeffrey J. Newton, County Attorney  
                         Carla Bell Johnson, Deputy County Administrator  
                         Lisa Snead, Assistant County Administrator