

## AIDS Ordinance

The City's AIDS Ordinance was adopted in 1986 to protect individuals who are infected with the AIDS virus, HIV infected individuals, and people who associate with AIDS individuals from discrimination in employment, housing, and public accommodations.

To read the full ordinance can be viewed on the City's website at [www.cityofaustin.org/brights](http://www.cityofaustin.org/brights).

## Equal Employment Opportunity is the Law.

Chapter 5-4 of the City of Austin Code relating to Discrimination in Employment by City Contractors prohibits Contractors to engage in any discriminatory employment practice.



## Other related information:

U.S. Equal Employment Opportunity Commission  
Mailing: 5410 Fredericksburg Road #200  
San Antonio, TX 78229  
Phone: 866-408-8075  
[www.eeoc.gov](http://www.eeoc.gov)

U.S. Department of Housing and Urban  
Development  
Phone: 800-669-9777  
[www.hud.gov](http://www.hud.gov)



City of Austin Equal Employment/Fair  
Housing Office a Division of the Human  
Resources Department

J. Snell Building  
1050 East 11th St., Suite 300  
Austin, Texas 78702  
Mailing: P.O. Box 1088  
Austin, TX 78767

Phone: 512-974-3251; Fax: 512-974-3278  
TDD: 512-974-2445  
[www.cityofaustin.org/brights](http://www.cityofaustin.org/brights)

## CITY OF AUSTIN EQUAL EMPLOYMENT FAIR HOUSING OFFICE



## What You Should Know About Filing A Charge Of Discrimination



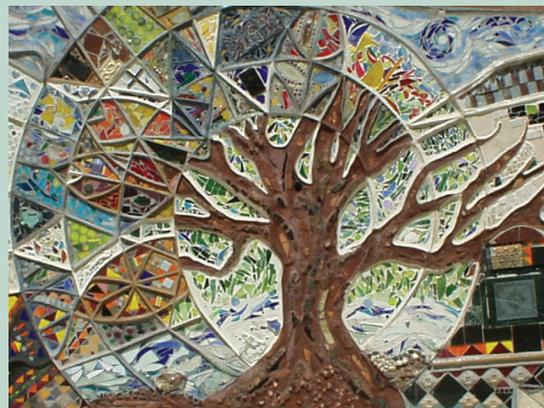
The City of Austin Equal Employment/ Fair Housing Office has served the Austin community and surrounding areas since 1967 with the primary goal of promoting the fair treatment of all individuals in the areas of employment, housing and public accommodations.

The office provides training and education opportunities to its clients and customers, as well as, enforcement.

The EE/FHO is empowered to enforce certain City ordinances and Federal statutes including:

- ◆ Title VII of the Civil Rights Act of 1964.
- ◆ Title VIII of the Civil Rights Act of 1968.
- ◆ The Americans with Disabilities Act of 1990 (amended in 2008).
- ◆ The Age Discrimination in Employment Act of 1967.

Also, the EE/FHO is empowered to take complaints under the Equal Pay Act of 1963. These cases are forwarded to the Equal Employment Opportunity Commission to investigate and resolve.



## FILING A DISCRIMINATION CHARGE

A charge of discrimination can be filed on the following basis:

### EMPLOYMENT

Race, Color, Religion, National Origin, Sex, Age, Disability (Mental or Physical), Equal Pay, and included under our local ordinances: Sexual Orientation, AIDS/ HIV, and Gender Identity.

Employment discrimination laws do not cover discriminatory practices by federal agencies, government-owned corporations, Indian tribes or by small, private employers with less than fifteen employees.

If you wish to file a charge of Employment discrimination, you must do so within 180 days from the time the discrimination took place. Title VII allegations over 180 days and less than 300 days old are investigated by EEOC.

Your employer is prohibited by law from harassing or retaliating against you in an unfair manner because you have filed a charge, assisted in an investigation, or opposed unlawful discriminatory practices.

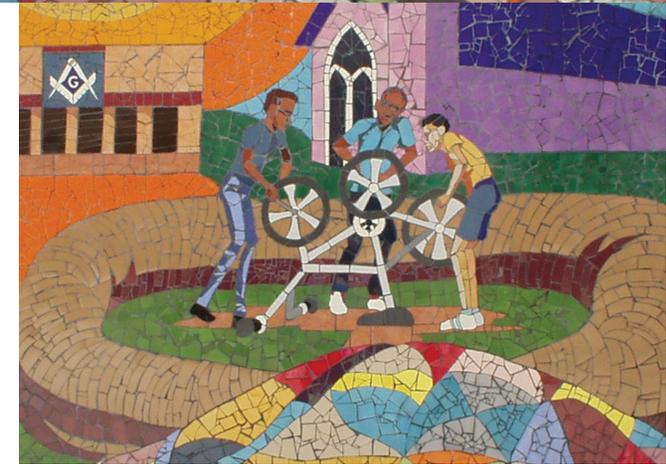
### FAIR HOUSING

Race, Color, Religion, Disability, Familial Status, Sex, Status as a Student, National Origin, Sexual Orientation, and Gender Identity.

If you wish to file a Housing complaint based on race, color, religion, sex, national origin or disability, you must do so within 365 days of the alleged discriminatory action

### PUBLIC ACCOMMODATION

Race, Color, Religion, Sex, Age, Disability, National Origin, Sexual Orientation, Gender Identity.



If you believe that you have been discriminated against by any of the groups below, you may file a charge of discrimination with the City of Austin Equal Employment/ Fair Housing Office.

- ◆ Private employers with 15 or more employees.
- ◆ State and local governments (investigated by EEOC and Texas Work Force Commission Civil Rights Division).
- ◆ Public and private institutions.
- ◆ Labor unions with 15 or more members.
- ◆ Joint labor - management committees for apprenticeship and training places.
- ◆ Places of public accommodations.
- ◆ Landlords, lending institutions, apartment managers and realtors.
- ◆ Advertising Companies

In addition, the Ordinance also protect individuals from discrimination based on age (18 years or older), status as a student, sexual orientation, gender identity, and marital status.