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The Florida Commission on Human Relations (FCHR or Commission) is responsible for receiving, investigating, seeking to conciliate, holding hearings on and acting upon complaints alleging discriminatory practices in employment, public accommodations and housing, as well as retaliation against state employee whistle blowers. The FCHR is comprised of a Chair, a Vice Chair and 10 members (commissioners) appointed for four-year terms by the Governor and subject to confirmation by the Florida Senate. The commissioners appoint an executive director, who may employ such other personnel as is necessary to adequately perform the functions of the FCHR within budgetary limitations. The FCHR is funded by both General Revenue and Trust Fund dollars. The FCHR is administratively assigned to the Department of Management Services; however, it is not subject to the control, supervision or direction of the department and operates as an independent agency.

The FCHR acts upon complaints alleging any discriminatory practice, as defined by the Florida Civil Rights Act of 1992 (Part I, Chapter 760, Florida Statutes), the Florida Fair Housing Act (Part II, Chapter 760, Florida Statutes) and the Whistle-blower's Act (section 112.31895, Florida Statutes). The FCHR is the entry point into the administrative process for these claims. After the FCHR issues a determination regarding whether there is reasonable cause to believe that discrimination has occurred, complainants may file a petition for relief for an evidentiary hearing before an administrative law judge (ALJ) at the Division of Administrative Hearings (DOAH). Once the ALJ issues a recommended order, the FCHR will issue its final order. An adversely affected party may appeal to the appropriate District Court of Appeal for appellate review. For whistle-blower complaints, the complainant, after receipt of a Notice of Termination of the Investigation, may file a complaint against the employer-agency regarding the alleged prohibited personnel action with the Public Employees Relations Commission. Judicial review of any final order of the FCHR shall be as provided in section 120.68, Florida Statutes.

(Florida Commission on Human Relations)

