

SECTION 20-1 | INTRODUCTION

FY 2020 EEOC/FEPA MODEL WORKSHARING AGREEMENT

WORKSHARING AGREEMENT

BETWEEN

FLORIDA COMMISSION ON HUMAN RELATIONS

(Full Name of FEPA)

and

THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

MIAMI

(Name of EEOC District Office)

FOR FISCAL YEAR 2020

A. The FLORIDA COMMISSION ON HUMAN RELATIONS FLORIDA COMMISSION ON HUMAN RELATIONS, hereinafter referred to as the FEPA, has jurisdiction over allegations of employment discrimination filed against employers of 15 or more employees occurring within FLORIDA based on race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status pursuant to (Section 760.05, F.S.).

The U.S. Equal Employment Opportunity Commission, hereinafter referred to as the EEOC, has jurisdiction over allegations of employment discrimination occurring throughout the United States where such charges are based on race, color, religion, sex, or national origin, all pursuant to Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C. § 2000(e)) (hereinafter referred to as Title VII). The EEOC has jurisdiction to investigate and determine charges of discrimination based on age (40 or older) under the Age Discrimination in Employment Act of 1967, as amended (29 U.S.C.S 621 et. seq.) (ADEA), for unequal wages based on sex under the Equal Pay Act of 1963, as amended (29 U.S.C. § 206) (EPA), and over allegations of employment discrimination based on disability pursuant to Title I of the Americans with Disabilities Act of 1990, as amended (42 U.S.C. § 12101) (ADA), and over the use or acquisition of genetic information as the basis for employment decisions pursuant to Title II of the Genetic Information Nondiscrimination Act of 2008.

B. In recognition of, and to the extent of the common jurisdiction and goals of the two (2) Agencies, and in consideration of the mutual promises and covenants contained herein, the FEPA and the EEOC hereby agree to the terms of this Worksharing Agreement, which is designed to provide individuals with an efficient procedure for



obtaining redress for their grievances under appropriate (Florida)
and Federal laws.

(US Equal Employment Opportunity Commission // Florida Commission on Human Relations)

