

This pamphlet is a general summary of the public accommodation discrimination laws and does not have the force or effect of administrative rules, City Ordinance or Nebraska laws. If there are any inconsistencies, the rules, City ordinance and Nebraska law will control.

For information on these and other aspects of public accommodation discrimination, contact the:

City of Omaha Human Rights and Relations Department

Omaha Douglas Civic Center
1819 Farnam St., Suite 502
Omaha Nebraska 68183

Phone: 402-444-5055

Fax: 402-444-5058

TTY: 402-444-5031

Web:

www.ci.omaha.ne.us/departments/



City of Omaha Human Rights and Relations Department

DISCRIMINATION IS ILLEGAL AND YOU ARE PROTECTED



**DISCRIMINATION
IS ILLEGAL**

DISCRIMINATION IN PUBLIC ACCOMMODATIONS

**What is it?
What can I do about it**

**A Basic Overview of
Civil Rights:
Anti-Discrimination
Ordinance**



City of Omaha Human Rights and Relations Department

What is discrimination in Public Accommodations?



Under state law, “it is illegal to deny a person access, or to treat them unequally, in a public accommodation because of their:

- race
- national origin
- religion
- color
- age
- sex
- creed
- disability
- marital status

Public accommodations are facilities whose goods/services/premises are sold or made available to the public. Examples are:

- restaurants, snack bars, and soda fountains
- hotels, motels, and inns
- retail stores and shopping centers
- bars and nightclubs
- museums, theaters, concert halls, and stadiums
- parks and campsites
- bus stations, taxi stands, and airport terminals
- barbershops and beauty parlors
- swimming pools, gyms, and health clubs
- hospitals, clinics, and convalescent homes
- professional offices of health care providers
- mortuaries and undertaking establishments

The law prohibits persons from aiding or inciting others to engage in discriminatory practices. It also protects persons from retaliation when they oppose a discriminatory practice, or attempt to comply.

The law does not apply to the provisions of separate facilities for females and males to protect their personal rights of privacy (such as restrooms, locker rooms, or dressing rooms in a store).

Examples of discrimination

Examples of possible discrimination in public accommodations are:

- a nightclub or theater won't let you in because it's "full", but you see people of other races allowed in after you were turned away.



- you are not served at a restaurant because you are a person with a mental or physical disability.



- a store or restaurant gives discounts to people of the opposite sex, but you still have to pay full price.

- you are refused service at a hospital because you are (or are regarded as) HIV-positive.



How a public accommodation complaint is filed



Anyone who believes they are a victim of discrimination in public accommodations can file a complaint, at no cost, with the OHRRD. A person does not need an attorney to file a complaint or be represented through the OHRRD's investigation or hearing procedures. However, individuals do have the right to be represented, at their own expense, if they so choose.

Complaints must be filed **within 180 days** after the discriminatory practice has occurred. A person wishing to file a charge should:

- be prepared to present specific facts about the alleged act(s) of discrimination;
- provide copies of documents, if any, that substantiate charges made in the;
- keep the OHRRD updated about their situation and changes of address.

If you would like to file a complaint, you may:

- **call the Department**
Phone: 402-444-5055
Fax: 402-444-5058
- **visit the Department**
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1819 Farnam St., Suite 502
Omaha NE 68183
- **visit our web-page**
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