

# **YOU CANNOT DISCRIMINATE**

## **42 U.S. Code. Chapter 21. Title II of the Civil Rights Act of 1964**

### **§ 2000a (equal access)**

#### **Prohibition against discrimination or segregation in places of public accommodation.**

"All persons shall be entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of **public accommodation** as defined in this section, without discrimination or segregation on the ground of race, color, **religion**, or national origin."

<https://www.law.cornell.edu/uscode/text/42/2000a>

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### **ADA Public Accommodations Defined**

"A public accommodation is a private entity that owns, operates, leases, or leases to, a place of public accommodation. Places of public accommodation include a wide range of entities, such as **restaurants, hotels, theaters, doctors' offices, pharmacies, retail stores, museums, libraries, parks, private schools, and day care centers**. Private clubs and religious organizations are exempt from the ADA's title III requirements for public accommodations." <https://www.eeoc.gov/fact-sheet/ada-questions-and-answers-0>

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## **U.S. Dept. of Health and Human Services March 28, 2020 BULLETIN**

### **Civil Rights, HIPAA, and the Coronavirus Disease 2019 (COVID-19)**

"At the beginning of the COVID-19 public health emergency, the HHS Office for Civil Rights (OCR) made clear that **civil rights laws remain in effect during disasters or emergencies, including the COVID-19 pandemic.**"

<https://www.hhs.gov/civil-rights/for-providers/civil-rights-covid19/index.html>

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## **U.S. Equal Employment Opportunity Commission (EEOC)**

### **Religious Discrimination**

"The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also **others who have sincerely held religious, ethical or moral beliefs.**" <https://www.eeoc.gov/religious-discrimination>

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## **Merriam Webster Definition of Religion**

"a personal set or institutionalized system of religious **attitudes, beliefs, and practices**"

<https://www.merriam-webster.com/dictionary/religion>

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## **U.S. Dept. of Justice. Civil Rights Division and CRS**

### **Know Your Rights: Title II of the Civil Rights Act of 1964**

"You have the right to bring your own lawsuit when you believe you have been discriminated by a place of public accommodation." <https://www.justice.gov/crt/page/file/1251321/download>

Private individuals may bring suit seeking injunctive relief for Title II violations. The Attorney General can intervene in such suits, or file a "pattern or practice" action under Title II. While the statute does not define "pattern or practice," such cases typically concern **widespread** or **repeated discriminatory conduct.**"

<https://crsreports.congress.gov/product/pdf/IF/IF11705>

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## **First Amendment to the U.S. Constitution**

"Congress shall make no law respecting an establishment of **religion**, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances."