

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>

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>

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>

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>

Merriam Webster Definition of Religion

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

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

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>

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."