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## Florida video recording laws

If you have lost your job, you may be worried about what your former owner will tell the company to ask for reference. References often make the difference between landing a new job and receiving a rejection letter. If a former employer gives you false or misleading information about you, it can lose your job search. In Florida, as in most states, employers are protected from liability for certain types of information they provide to potential employers. As long as the employer acts in good faith and does not go beyond what the law allows, the employer cannot be sued for defamation. However, if a former employer acts maliciously or otherwise crosses legal boundaries, and you lose employment opportunities because of it, you may have a legal requirement. Defamation and references To prove defamation, the plaintiff (the person bringing the lawsuit) must prove that someone has made false and damaging statements about that person. In the employment context, defamation claims almost always focus on employer claims about employees once the employment relationship is over. Typically, a former employee claims that the employer made false, negative claims about the performance of the employee to a potential employer, who called for reference and the potential employer decided not to offer the employee a job (or cancel the job offer) because of poor references. (To learn more about defamation claims, see Defamation Lawsuit: Do you have a case against a former employer?) Florida Reference Law A Florida employer can provide reference information to a potential employer, at the request of an employee or potential employer, without fear of liability. The employer is only sued by the employee for defamation if he/she intentionally provides false information or violates the employee's civil rights. Special rules for some employers In addition to the general rules described above, more specific rules apply to certain industries. Anyone who provides information to an employer bank or financial institutions in connection with an employee or former employee's violation of any law, rule or regulation, which has been reported to the state or federal government, may not be liable. Such a person is only subject to employee facts if the information is false and the person providing such information is not interested in the truth. Under Florida law, some employers are required to have background checks on applicants who will work with children and vulnerable adults. If such background checks appear specific criminal offenses or misconduct, the applicant will be excluded. To facilitate the process of Florida law provides employers with information to potential employers for the purpose of waiving background checks from employee civil lawsuits. Information that your employer may provide includes, including, unlimited reasons for termination of the employee's contract and information on disciplinary matters. Employers who provide this type of information may only be liable if they deliberately misrepresent the employee's records. Referencing While some employees want their former employer to remain silent, some employees face the opposite problem: They want a former employer to provide information, but the employer is not willing to speak up. Some employers are afraid of defamation claiming that they will not provide references under any circumstances. To remedy this situation, several states have enacted service letter laws. These laws require employers to provide former employees with certain basic information, in writing, about their work. Florida doesn't have a mail law service, however. If you want a former employer to provide more detailed information than the law requires, you may consider signing a release: an agreement that allows employers to respond to potential employers who call for reference, and resued your right to sue the employer for anything said as part of that process. However, this only makes sense if you are absolutely sure that the reference will be positive. It may be worth resaling your legal right to sue in exchange for a reference that will help you land a position, but you don't want to sign away your right just to see that you have no trust against a former employer who has damaged your reputation and job prospects. For more information, see Get good job references. For information about your legal rights during the hiring process, see Nolo's articles on Hiring. Do you have a criminal conviction? Some estimate that up to one in four Americans do. The survey found that the majority of employers -92%, according to a survey - perform criminal background checks when hiring at least some positions. If a potential employer finds out that you have arrest or conviction records, you may find it difficult to compete for jobs, especially in today's tight job market. Job searchers with criminal records have some legal rights. Federal and state laws place some limits on how employers can use these records in making work decisions. However, Florida law provides very little protection for applicants. In fact, it gives employers a legal motivation to run criminal background checks. Federal protection for applicants with criminal records There are two federal laws that protect applicants with criminal records, at least in some cases. The Fair Credit Reporting Act (FCRA) solves the problem correctly. Criminal background checks can be include errors, such as information about deleted sentences, incomplete information (e.g., not reporting that the person has been vindicated for a crime or that the allegations have been dropped), mis-classification of crimes, multiple listings the same offense, and even the record belongs to someone else altogether. The FCRA imposes obligations on employers who require criminal background checks and the companies that provide them. Employers must do all of the following: Get the applicant's written consent ahead of time. Let the applicant know if the employer intends to remove that person based on the content of the report. The employer must also provide the applicant with a copy of the report. Notify the applicant after the employer makes a final decision not to hire that person based on the information in the report. Companies that run background checks are also obliged under the FCRA. They must take reasonable steps to ensure that the information they provide is accurate and up-to-date. If the applicant disputes the contents of the report, the agency must conduct a reasonable investigation. If the investigation shows that the report is inaccurate, the agency must notify the applicant and any other person or company to whom they provided the report. Title VII of the Civil Rights Act of 1964 protects applicants and employees from discrimination in every aspect of employment, including screening and recruitment practice. Because the incarceration and incarceration rates are much higher for African Americans and Latinos, an employer adopts a blanket policy that excludes all applicants with criminal records who may commit racist crimes. The Equal Employment Opportunity Commission (EEOC) has issued guidelines explaining how employers can screen applicants whose criminal records pose an unreasonable risk without participating in discrimination. When deciding whether a particular offence should be eliminated, the employer must consider: the nature and severity of the offence or how much time has passed since the offence or sentence, and the nature of the work (including where it was carried out, how much monitoring and interaction with others workers will have, and so on). And, the EEOC has said that employers should give applicants an opportunity to explain cases and provide mitigation information that suggests that employees should not be excluded based on offences. Florida Law on the Use of State Criminal Records has a wide range of approaches to employers of criminal records. Some states prohibit employers from asking about arrest records or records that have been sealed or deleted. Some states have passed laws restricting how employers can use the applicant's criminal record in making work decisions. And, some states provide guidance to employers about what they should and shouldn't ask about criminal records in interviews. Florida law prohibits state agencies and deny someone a license, license, or certificate to engage in a particular occupation or industry based on a prior conviction, unless the conviction is for a crime or minor offenses and are directly related to the type of work he or she will do in that profession. (The law creates special rules for some drug offenders.) In the context of regular employment, however, Florida law actually provides employers with an motivation to review the applicant's criminal record. Some states allow people injured by employee misconduct to sue employers for negligent hiring, claiming that employers should be known that employees are at risk of injury. In Florida, employers are said to be not negligent in hiring if they conduct a background check before hiring employees, including checking criminal records. As long as the employer conducts such checks, and it has not discovered any reasonable information proving that the employee is unsuitedly fit for work (or unsuitedly suitable for employment in general), the employer has the right to assume that it has not acted negligently. Employers are not required to conduct background checks, and they will not be considered negligent if they do not. However, employers are only legally protected if they conduct these checks, including checking criminal records. Florida is home to eleven law schools recognized by the American Bar Association. The five schools on our list tend to top the state rankings based on factors such as academic services, faculty research expertise, selection, job placement and rate through the bar. Three of the law schools on this list are public. Unlike many states, Florida's public universities offer significantly lower law school tuition for students in the state. Florida residents attending a public law school typically pay less than half of what students pay at private institutions. Bryan Pollard/Stock Editorial/Getty Images University of Florida Levin College of Law is the most selective law school in Florida, and with nearly 1,000 students, it is also the largest. Students at UF Law are supported by more than 80 full-time faculty, 50 an assistant professors and the largest law library in the Southeast. The campus is located on the western edge of the University of Florida's main campus in Gainesville, so students are ready to access all the academic, cultural, and social opportunities found at large, highly ranked public universities. UF law place considerable emphasis on learning experiences on and off campus through clinical work on campus, a courtroom-classroom, summer externships, and more. Second and third year law students can choose to focus on one of the following specialized programs: Environmental and Land Use Law, Real Estate Planning, Family Law, Intellectual Property Law, and Criminal Justice. Enrollment statistics Enter class) Acceptance rate 27.86% LSAT score average 163 GPA college GPA GPA 3.72 Source: American Bar Association Standard 509 DenisTangneyJr / E + / Getty Getty Florida State University College of Law is located in Tallahassee, the capital of Florida. Campuses are just a few distances from florida capitol, Florida Supreme Court, and U.S. District Court for the District of North Florida, all of which give students the opportunity to get practical experience through clerks and internships. FSU Law students can also get practical experience through the university's Business Law Clinic and Public Interest Law Center. The bar pass rate of FSU Law is always above 80%-one of the highest pass rates in the state of Florida. It also ranks No. 1 in Florida in terms of the number of full-time graduates within 10 months of graduation, according to the National Journal of Law. Part of this success comes from 900 alumni serving as career advisors. Admissions Statistics (2018 Entering class) Acceptance rate 35.87% LSAT GPA GPA GPA GPA GPA 3.63 Source: American Law Association Standard 509 Disclosure SandiMako / iStock / Getty Images Located in Coral Gables, Florida University of Miami Law School celebrates diversity with students from 38 states, 124 universities and 64 university majors. 58% of students speak at least one foreign language, and 50% identify as members of a diverse group. Miami Law's more than 20,000 alumni span all 50 states and 91 countries. Miami Law offers more than 300 separate courses annually. The student-to-faculty ratio is 7 to 1, and class size is small. Outside the classroom, law students can get hands-on experience at ten different clinics, including the Environmental Justice Clinic, Health Rights Clinic, Innocent Clinic, and Tenant Rights Clinic. Miami Law is home to two reputable Moot Courts and a rigorous litigation skills program. Students interested in focusing on a specific area of law can choose from focus such as Immigration, Asylum and Citizenship law and Business Innovation, Law and Technology. Admissions Statistics (2018 Entering class) Acceptance rate 55.95% LSAT Score average 158 GPA University GPA GPA GPA 3.43 Source: American Law Association Standard 509 Disclosure velcron/iStock/Getty Images Founded in 1900, Stetson University School of Law is Florida's oldest law school. Stetson Law is part of Stetson University, but the law school does not share the university's Deland position. Instead, Stetson Law is located statewide in Gulfport with a satellite campus in downtown Tampa, where it shares space with Florida's Second District Court of Appeals. Stetson Law leverages its position to provide students with clinical study opportunities and experiences. Public service is important at Stetson Law. All students and faculty are required to provide pro bono services, and the university has been ranked #1 by U.S. News & World Report for testing advocacy. Clinics include Child Advocacy Clinics, Civil Law Clinics, Immigration Law Clinics, Public Protection Clinics, and Indoor Veterans Advocacy Clinics. Admissions Statistics (2018 Entering class) Acceptance rate 45.52% LSAT GPA GPA GPA GPA GPA GPA GPA 3.36 Source: American Bar Association Standard 509 Comayagua99/Wikimedia Commons Disclosure Located on the main campus of Florida International University in Miami, FIU University School of Law is a relatively young school that received the Full American Bar Association in 2006. Since then, the university has flourished, and today it enrolls a diverse population of nearly 500 students. FIU Law offers a variety of experience learning opportunities, including the Practice Semester (SIP) program. Through SIP, law students spend the semester gaining practical legal experience at a private company, nonprofit, corporate, legal services organization, or government agency. FIU law students can also develop their client representation skills through clinical programs. Clinic options include the Death Penalty Clinic, Immigration and Human Rights Clinic and Community Lawyer Clinic. Admissions Statistics (2018 In Class) Acceptance Rate 33.31% Average LSAT Score 156 GPA University GPA GPA GPA GPA 3.63 Source: American Bar Association Standard 509 Disclosures

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